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ANNUAL MANPOWER PLANNING REPORT

Springfield - Chicopee - Holyoke, Massachusetts SMSA

December 1970

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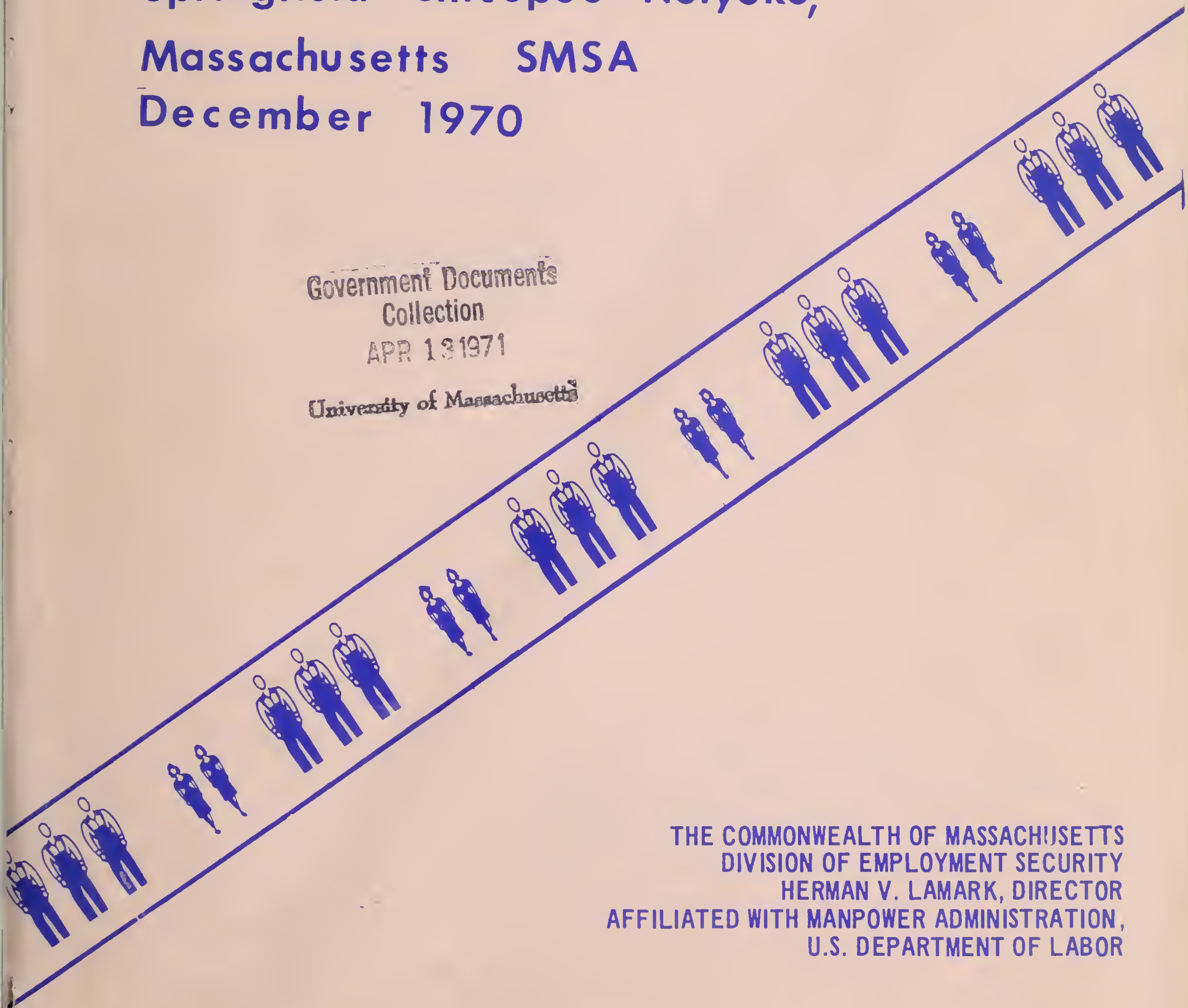

THE COMMONWEALTH OF MASSACHUSETTS
DIVISION OF EMPLOYMENT SECURITY
HERMAN V. LAMARK, DIRECTOR
AFFILIATED WITH MANPOWER ADMINISTRATION,
U.S. DEPARTMENT OF LABOR

ANNUAL MANPOWER PLANNING REPORT

SPRINGFIELD-CHICOPEE-HOLYOKE, MASSACHUSETTS AND CONNECTICUT
STANDARD METROPOLITAN STATISTICAL AREA

DECEMBER 1970

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1. Summary and Conclusions

The Springfield-Chicopee-Holyoke SMSA had a total population of 529,891 in 1970 (final census), representing a 7.3 percent increase over 1960. The combined population of the five cities of the SMSA remained static, while the growth rate in the suburban municipalities of the SMSA had a total population gain of 26.3 percent for the 10-year period.

The SMSA has a large minority group population, comprised of an estimated 26,000 nonwhites plus an additional 8,000 - 12,500 Puerto Ricans. Nonwhites are concentrated in the city of Springfield, where they comprise 13.4 percent of the population, and particularly in the Springfield Model Cities Area, where they comprise 61.5 percent of the population. The Puerto Ricans are concentrated in the city of Holyoke, where they comprise 5.0 to 7.6 percent of the population, and particularly in the Holyoke Model Cities Area, where they comprise approximately one-third to one-half of the population.

The economic outlook for the SMSA is for a continuation of a high level of unemployment at the approximate 7 percent-level until a smooth transition can be effected from a defense-oriented economy to a peace-time economy, combined with an anticipated improvement in the economy of the state and the nation.

Total average employment in the SMSA rose from an average payroll of 192,700 in 1960 to 212,300 in 1969, representing a net gain of 10.2 percent. Between 1969 and 1970, due to the current recession, average employment declined 0.9 percent.

Mixed trends have taken place in the SMSA in manufacturing since 1960. Some long-term job gains have occurred in ordnance and accessories, in the hard goods sector, and in paper and allied products and printing and publishing, in the soft goods sector. Long-term employment losses have occurred since 1960 in nonelectrical machinery and in transportation equipment, in the hard goods sector, and in the manufacture of food and kindred products, textile mill products, apparel products, chemicals, and miscellaneous manufacturing, in the soft goods sector.

Nonmanufacturing has pursued a solid growth trend since 1960, with an average net gain of 2,500+ jobs per year. The largest nonmanufacturing payroll gains occurred in the service industries, government, contract construction, and wholesale and retail trade.

The SMSA currently has a large occupational surplus of teachers, engineers, social workers, clerical workers, sales workers, production machine operators, electronic assemblers, minority construction workers, fork-lift operators, and material handlers.

Unemployment rates in the SMSA averaged 6.0 percent or higher during calendar years 1961, 1962, 1963, 1964, and 1970. Except for the recession year of 1961, the high jobless rate in the early 1960's has been attributed largely to transitional changes in manufacturing in the SMSA, resulting in firm liquidations, mergers, relocation, and other adjustments to changing circumstances. A new wave of recent plant closings, accentuated by the current recession, can be attributed in part to the transition from a defense-oriented economy to a peace-time economy.

The SMSA has a large amount of unused plant space and capacity, in addition to a large labor supply, from which the local economy can be strenghened through proper utilization.

It has been projected that during fiscal year 1972, the Springfield-Chicopee-Holyoke SMSA will have 87,900 persons in the universe of need for which to plan manpower-related services.

The universe of need, based upon an assumed unemployment rate of 7.0 percent for the SMSA for fiscal year 1972, will be comprised of 28,000 poor persons and 59,900 non-poor persons.

Of the 28,000 poor persons in the universe of need, 20,600 can be classifed as unemployed and underutilized disadvantaged. (A disadvantaged person is poor but also has one or more of the following characteristics: member of a minority group, under 22 years or 45 years of age and over, lacking a high school education, or handicapped in such a way as to interfere with normal employment opportunities. The remaining 7,400 persons in the poor category will be classified as "other poor").

Of the 59,900 non-poor persons in the universe of need, 18,700 can be classified as near-poor and 41,200 as "all other non-poor."

The Springfield Comprehensive Area Manpower Planning System (CAMPS) Committee, for its purposes of manpower planning, may classify the 87,900 in the universe of need for the SMSA as follows:

> 15,600 average number of unemployed persons, including 2,500 hard-core disadvantaged unemployed.
>
> 4,800 part-time workers for economic reasons, including 1,300 disadvantaged part-time workers for economic reasons.
>
> 24,000 full-time workers whose family incomes are at, below, or near the poverty level, including 12,300 disadvantaged workers whose family incomes are at or below the poverty level.
>
> 9,700 persons not now in the labor force, but who should be, including 4,500 disadvantaged persons not now in the labor force, but who should be.
>
> 4,000 new entrants and reentrants in the labor force, largely from the "all other non-poor" category.

29,800 all other persons, comprised of 6,000 employed persons who are neither poor nor near poor, but who are significantly employed below their potential, plus 3,000 workers who are neither poor nor near poor, but whose jobs are being adversely affected by technological change, plus 20,800 other persons who are neither poor nor near poor, but who will be in need of some type of manpower assistance during FY 1972.

The 20,600 unemployed and underutilized disadvantaged persons projected for the SMSA for FY '72 will be found in large proportions in the following groups:

The school dropout.

The older worker.

The nonwhite worker.

The Puerto Rican worker.

The welfare recipient.

The remaining nondisadvantaged persons in the universe of need for FY '72 will include the following groups of persons whose needs may be neglected in the face of the current and projected high rate of unemployment. These groups needing attention include:

The Vietnam War veteran.

The worker with obsolescent skills.

The underemployed worker.

Barriers to the employment of the disadvantaged in the area include:

Racial tensions.

Alcoholism and drug-dependency.

Hard-core unemployment and lack of job-readiness.

Lack of day care facilities for children of working mothers.

Needs of prisoners and parollees.

Personal problems.

Encouraging progress has been made in meeting these needs through the coordinated efforts of various manpower agencies in the area, including Employment Service of the DES and the Springfield Area CAMPS Committee.

2. Definition of Area

a. Definition of Area-Location and Geographical Features

The Springfield-Chicopee-Holyoke, Massachusetts SMSA covers 505.57 square miles (excluding Somers, Connecticut), contains five cities and fifteen towns situated in three counties of Massachusetts and the town of Somers located in Hartford County, Connecticut. All Massachusetts municipalities in Hampden County, except Easthampton, Granby, Hadley, Northampton, and South Hadley which are in Hampshire County, and Warren in Worcester County. The SMSA is located in southwestern Massachusetts; bordered on the northeast by Amherst, Belchertown, Ware, and West Brookfield; on the southwest by Granville, Russell, and Montgomery; and on the northwest by Southampton, Westhampton,Williamsburg, and Hatfield.

The area has several mountain ranges of which the most famous are Mt. Tom and the Berkshire Hills. The three great rivers of the area are the Connecticut with its two tributaries, the Chicopee and Westfield Rivers.

Cities and towns comprising the Springfield-Chicopee-Holyoke, Massachusetts SMSA:

Agawam
Chicopee*
East Longmeadow
Easthampton
Granby
Hadley
Hampden
Holyoke*
Longmeadow
Ludlow
Monson
Northampton*
Palmer
Somers, Connecticut
South Hadley
Southwick
Springfield*
Warren
W. Springfield
Westfield*
Wilbraham

* Cities

The Springfield-Chicopee-Holyoke SMSA is the second largest of the ten Standard Metropolitan Statistical Areas of the Commonwealth of Massachusetts. The SMSA is defined in general as "that area surrounding a commercial-industrial center which is so economically, politically, and socially integrated that it presents itself as a unified area."

On October 18, 1963, the Bureau of the Budget added the towns of Granby in Hampshire County, and Hampden and Southwick in Hampden County, all in Massachusetts, and Somers, Connecticut to the Springfield-Chicopee-Holyoke SMSA. Summary statistics for the SMSA in this publication do not include these added municipalities except where special indication is made.

The Springfield Model Cities Area, shown on Map II, comprises substantial contiguous sections of Census Tracts # 13, # 14, # 17, # 18, and # 19.

The Holyoke Model Cities Area, shown on Map III, comprises Census Tract # HO 48.

Land Area. The Springfield-Chicopee-Holyoke SMSA has 534 square miles of land area, based on the geographical boundaries determined by the U.S. Bureau of the Budget in 1963. Among the five cities of the SMSA, Westfield has the largest land area, with 46.85 square miles.

Density. The population density of the SMSA in 1970 was an average of 992 persons per square mile, compared to 925 persons per square mile in 1960. Among the five cities of the SMSA, population density is highest in Springfield, with an average of 5,171 persons per square mile in 1970, followed by Chicopee, with 2,910 persons per square mile.

Population Density per Square Mile for the Cities of the
Springfield-Chicopee-Holyoke, Massashusetts SMSA
1950, 1960, 1970

Geographical Area	Persons Per Square Mile		
	1970	1960	1950
SMSA Total	992[1/]	925[2/]	INA[3/]
Springfield	5,171	5,504	5,123
Chicopee	2,910	2,687	2,148
Holyoke	2,368	2,490	2,583
Northampton	857	868	839
Westfield	671	561	447

1/ 1970 U.S. Census, Final.
2/ Based on 1963 definition of the SMSA boundaries.
3/ Information not available due to boundary changes, etc.

b. Economic Development and Outlook

Projections of manpower needs of the SMSA for fiscal year 1972 are based upon the following assumptions:

1. It is anticipated that some improvement in the national economy will take place during fiscal year 1972, following mixed trends in the second half of fiscal year 1971. Unemployment is expected to rise during the latter half of FY 1971 (the first six months of calendar year 1971) at the same time that the Federal Government will be taking steps to prod a sluggish economy into increased activity. Deficit spending, easing of credit, and related measures on the part of the Federal Government are expected to lead to some reversal of the recessional trend of recent months.

2. Labor-management disputes are expected to continue to exert inflationary pressures on the economy, but with some lessening of severity due to a national focus upon the necessity for at least some type of indirect control through public opinion pressures.

3. State officials, in cooperation with the Federal Government, are expected to explore the potential of new growth industries, such as pollution control, to replace the State's job losses in textiles and leather and the dwindling defense-related contracts.

4. It is assumed that the moderately rapid population expansion in the suburban towns will stimulate new construction activity in dwellings, business establishments, and public facilities.

5. The completion of the Interstate Highway System in the area, with connector links leading to the downtown sectors of each of the central cities, will promote further growth in the trade and service industries of the SMSA.

6. Defense-related manufacturing industries will continue to decline, with no immediate replacement for this type of loss in sight. Some governmental assistance will be needed to sustain inevitable losses, to help readjust to a different local economic base.

7. Some manufacturing firms will continue to be threatened with competitive imports, high operating costs, and sluggish orders, but the dangers of liquidation will be lessened with an easing of credit.

8. Consumer spending will be cautious, as many families will be hedging themselves against the possibility of a further deepening of current recessional conditions.

9. Capital spending on the part of industrialists will be at a low ebb until there are clear signs of a sharp upturn combined with a long-term pattern of substantial economic growth.

10. The unemployment rate of the SMSA, expected to average nearly 8 percent in the immediate months ahead, should ease downward to an average not in excess of 7 percent during fiscal year 1972. Favorable conditions in the nation's economy will benefit the SMSA.

A favorable upturn in the transportation equipment industries in the Springfield-Chicopee-Holyoke SMSA and the nearby Hartford, Conn. SMSA, implemented by increased federal spending, would have a pronounced effect.

11. Two alternative unemployment projections should be made for the SMSA for FY 1972: A conservative projection of 7 percent unemployment rate reflecting present conditions, and a more optimistic 6.5 percent based upon some anticipated improvement in the nation's economy.

12. The active involvement of city and regional planning agencies in community affairs and economic development should lead to a favorable long-term outlook for the area. The $50 million Bay State West Project, ready for office occupancy during FY 1972, is but one example of the tangible results of the coordinated community planning now taking place throughout the SMSA.

13. Manpower planning for the Springfield-Chicopee-Holyoke SMSA will be affected by university-related employment in Amherst, now located outside the SMSA, but representing a possible addition to the SMSA at a later date, pending decision of the U.S. Bureau of the Budget.

14. Manpower planning for the Springfield-Chicopee-Holyoke SMSA will be affected by employment conditions in the large-scale aircraft industries of the nearby Hartford, Conn., SMSA.

15. All manpower estimates for the Springfield-Chicopee-Holyoke SMSA will need quarterly review and possible revision, in accordance with guidelines provided in this report, if and whenever unemployment trends may deviate from the pattern predicted in this report.

c. Population and Labor Force Characteristics and Trends

The five cities of the SMSA had a combined population of 345,065 in 1960, constituting 72.1 percent of the total SMSA as defined by the U.S. Bureau of the Budget in its 1960 definition of SMSA boundaries.

In 1963, the U.S. Bureau of the Budget redefined the Springfield-Chicopee-Holyoke SMSA, making the following additions: the towns of Hampden and Southwick in Hampden County, the town of Granby in Hampshire County, all in Massachusetts, and the town of Somers in the state of Connecticut.

Civilian Labor Force, U.S. Census. The U.S. Bureau of the Census defines the civilian labor force in terms of the place of residence of the workers. In the U.S. Census, 1960, a total of 188,690 workers were reported in the civilian labor force of the SMSA, representing 39.4 percent of the population of the SMSA as defined in 1960. In the Commonwealth of Massachusetts, workers in the civilian labor force comprised 40.6 percent of the total population during 1960.

Among the cities of the SMSA, Holyoke had the highest proportion of residents in the civilian labor force (41.5 percent) followed by Springfield (40.8 percent). Chicopee had the lowest proportion of residents in the civilian labor force (34.3 percent).

Chicopee had a male labor force of 18,697 in 1960, of which 13,336 male workers were in the civilian labor force and 5,361 male workers were members of the Armed Forces, most of whom were attached to the Westover Air Force Base in Chicopee. In Northampton, the civilian labor force constituted a low proportion of the population (37.6 percent) because of a large number of college and university students in residence in the community.

Labor force data for the SMSA from the 1970 U.S. Census were not available while this report was in preparation.

In 1960, the largest proportion of poor families in the cities of the SMSA was found in the city of Holyoke, with 15.3 percent of the families having incomes below $3,000. Springfield had the next largest proportion of poor families, with 14.6 percent having incomes below $3,000. Northampton had a slightly larger proportion of poor families (12.6 percent) than the SMSA as a whole. The smallest proportion of poor families was found in Westfield, (9.4 percent) followed by Chicopee (10.9 percent).

Median family income for the Holyoke Model Cities area in 1960 was $4,855, compared to $5,775 for the city of Holyoke and $6,235 for the SMSA. Information was not available for the Springfield Model Cities Area.

Population, 1970, U.S. Census Final. The SMSA had a population of 529,891, based upon the final census count for all of the municipalities of the SMSA except Somers, Conn., for which the preliminary count was used. The 1963 definition of SMSA boundaries has been used in the population determination. In 1970, the five cities of the SMSA comprised 64.5 percent of the population of the SMSA, while the towns comprised 35.5 percent.

Population of Selected Geographical Areas, 1910-1970
Springfield-Chicopee-Holyoke, Massachusetts SMSA

Geographical Area	Year						
	1970	1960	1950	1940	1930	1920	1910
Total SMSA	529,891	493,999	INA	INA	INA	INA	INA
Cities	341,790	345,065	316,296	INA	INA	INA	INA
Springfield	163,905	174,463	162,399	149,554	149,900	129,614	88,926
Chicopee	66,676	61,553	49,211	41,664	43,930	36,214	25,401
Holyoke	50,112	52,689	54,661	53,750	56,537	60,203	57,730
Northampton	29,664	30,058	29,063	INA	INA	INA	INA
Westfield	31,433	26,302	20,962	18,793	19,775	18,604	16,044
Other Municipalities	188,101	148,934	INA	INA	INA	INA	INA

1/ Final Census Count, 1970, for all Municipalities of the SMSA
2/ 1963 Definition of Somers, Conn., SMSA Boundaries

The SMSA registered a population gain of 35,892 persons between 1960 and 1970, an increase of 7.3 percent.

The five cities of the SMSA registered a combined loss of 3,356 persons between 1960 and 1970, or 1.0 percent. The heaviest losses occurred in Springfield (-6.1 percent), followed by Holyoke (-4.9 percent), and Northampton (-1.3 percent).

Two cities of the SMSA registered population gains between 1960 and 1970: Westfield, + 19.5 percent, and Chicopee, + 8.3 percent.

Population of the Cities and Towns of the Springfield-Chicopee-Holyoke, Massachusetts SMSA
1960, 1970

Cities and Towns	1970 [1]	1960	Percent Change
Total	529,891	493,999	+ 7.3
Agawam	21,717	15,718	+38.2
Chicopee	66,676	61,553	+ 8.3
E. Longmeadow	13,029	10,294	+26.6
Easthampton	13,012	12,326	+ 5.6
Granby	5,473	4,221	+29.7
Hadley	3,750	3,099	+21.0
Hampden	4,572	2,345	+95.0
Holyoke	50,112	52,689	- 4.9
Longmeadow	15,630	10,565	+47.9
Ludlow	17,580	13,805	+27.3
Monson	7,355	6,712	+ 9.6
Northampton	29,664	30,058	- 1.3
Palmer	11,680	10,358	+12.8
Somers, Conn. [2]	6,862	3,702	+85.4
S. Hadley	17,033	14,956	+13.9
Southwick	6,330	5,139	+23.2
Springfield	163,905	174,463	- 6.1
Warren	3,633	3,383	+ 7.4
W. Springfield	28,461	24,924	+14.2
Westfield	31,433	26,302	+19.5
Wilbraham	11,984	7,387	+62.2
Cities, Total	(341,790)	(345,065)	- 0.9
Towns, Total	(188,101)	(148,934)	+26.3

1/ 1970 U.S. Census, Final
2/ 1970 U.S. Census, Preliminary

All of the towns of the SMSA registered population gains between 1960 and 1970, ranging from a 5.6 percent gain for Easthampton to a 95.0 percent gain for Hampden. The towns showing the largest population percentage increases between 1960 and 1970 were: Hampden, 95.0; Somers, Conn., 85.4; Wilbraham, 62.2; Longmeadow, 47.9; Agawam, 38.2; Granby, 29.7; Ludlow, 27.3; and East Longmeadow, 26.6.

Civilian Work Force DES. The civilian work force for the Springfield-Chicopee-Holyoke SMSA averaged 224,900 in 1970, of which an average of 210,400 workers were employed, and an average of 14,100 workers were jobless.

An average of 14,100 persons were unemployed in the Springfield-Chicopee-Holyoke SMSA yielding an average unemployment rate of 6.3 percent. Monthly work force statistics for 1970, including the employed, the unemployed, and the jobless rate are shown on the table below:

Civilian Work Force, Employment, Unemployment, and the Unemployment Rate
Springfield-Chicopee-Holyoke, Massachusetts SMSA
1970

Month	Civilian Work Force	Employed Persons	Unemployed Persons	Unemployment Rate
Annual Average, 1970	224,900	210,400	14,100	6.3
January	219,800	208,400	11,400	5.2
February	219,000	207,400	11,600	5.3
March	220,600	208,100	12,500	5.7
April	223,700	210,200	13,500	6.0
May	226,200	212,000	14,200	6.3
June	231,400	214,600	16,800	7.3
July	230,900	214,300	16,600	7.2
August	227,800	212,700	15,100	6.6
September	225,100	211,300	13,800	6.1
October	224,800	211,500	13,300	5.9
November	225,000	209,800	15,200	6.8
December	225,000	209,400	15,600	6.9

Source: Massachusetts Division of Employment Security

Age and Sex Distribution. Because 1970 U.S. Census data on age and sex have not as yet been released for the SMSA, it has been necessary to utilize the 1960 U.S. Census data for age and sex.

The median age for white males in the SMSA in 1960 was 31.4 years and for white females, 33.3 years. The median age for nonwhite males was 22.8 years and nonwhite females, 23.1 years.

The city of Springfield had an age and sex profile in 1960 that resembled closely that of the SMSA as a whole, except for a larger proportion of older white females. The median age for white males in 1960 in Springfield was 32.0 years and for white females, 35.0 years. The median age for nonwhite males was 22.2 years and nonwhite females, 22.9 years.

The Springfield Model Cities area had a large proportion of older white persons and a smaller proportion of white children and youths in 1960 than the SMSA as a whole, due to the large rooming-house districts with unattached older adults. The nonwhite population in the Springfield Model Cities area in 1960, by contrast, included a large proportion of children and youths aged 0-14 years. Since 1960, there has been a substantial increase of nonwhite families with small children living in crowded quarters.

The city of Chicopee in 1960 had a large proportion of white children aged 0-14 years and a large proportion of white adults aged 25-44 years. The large proportion of white males and nonwhite males aged 15-24 years living in the city area were attached, to a large extent, to the Westover Air Force Base. More than four out of ten of the nonwhite males in Chicopee were in the 15-24 age category. The median age for the male population in Chicopee was 27.1 years, and for the female population, 29.9 years.

The city of Holyoke in 1960 was comprised of a large number of older persons, with about 35 percent of the males and 40 percent of the females 45 and over. The presence of a large proportion of college students in the city had little impact on the age pattern. A large proportion of nonwhite children aged 10-15 years and nonwhite older youths aged 20-24 were living in the city. The median age for the white population was high, 33.7 years for males and 37.9 years for females. The median age for the nonwhite population was very low, 18.8 years for the males, and 20.0 years for the females.

The Holyoke Model Cities area contained a large proportion of white and nonwhite children aged 0-14 years, and nonwhite youths aged 15-24 years. The median age for all males was 27.1 years and for nonwhite males, 18.9 years. The median age for all females was 28.6 years, and for nonwhite females, 16.4 years.

The city of Northampton comprised an older population than the SMSA as a whole, with the median age for males, 37.0 years and the median age for females, 33.9 years. The median age for females was lower than for males due to the large number of Smith College students living in the city.

The city of Westfield as well as the remaining municipalities of the SMSA comprised a younger population than the SMSA as a whole.

Racial and Ethnic Distribution. Estimates of the nonwhite and Spanish-speaking populations of the SMSA have been developed in consultation with city and regional planning agencies, minority group leaders in the area, and representatives from the Massachusetts Department of Community affairs who are familiar with the area. Estimates of the Spanish-speaking population (largely Puerto Rican) have required a "minimum and maximum" range because of the inability to be more specific, partly due to the fact that many Puerto Ricans more closely resemble the white population, in which they are normally classifed by the U.S. Census, than they do the blacks, Negroes, or nonwhites.

The nonwhite population of the SMSA increased from 15,500 in 1960 (U.S. Census) to an estimated 26,000 in 1970 (DES projection), representing an increase of 67.8 percent. There was an admitted underestimation of the Puerto Rican population in the 1960 U.S. Census due to a heavy clustering not yielding to the normal statistical sampling procedures utilized by the U.S. Census in racial and ethnic data (one out of every four persons). In addition to a sampling problem, the English-speaking light-featured Puerto Ricans were not always readily identified by census-takers. The 1960 census figure of 1,200 should be tripled (3,600) to provide a more realistic estimate. The current estimate of 8,200 to 12,600 Puerto Ricans in the SMSA represents an increase of between 128 percent and 250 percent over the 1960 revised estimate of 3,600. The minimum estimates of the Puerto Rican population in the SMSA were made in consultation with city and regional planners serving the area, while the maximum estimates were derived from representatives from various local, state, and federal agencies, including the Massachusetts Department of Community Affairs, the Urban League, anti-poverty agencies serving the area, and other groups.

The city of Springfield in 1970 had an estimated 22,000 nonwhites (13.4 percent of the population) and 4,300-6,700 Puerto Ricans (2.6 - 4.1 percent of the population).

The Springfield Model Cities area in 1970 had an estimated 16,000 nonwhites (61.5 percent of population) and 200-300 Puerto Ricans (0.8 to 1.2 percent of the population).

The city of Holyoke in 1970 had an estimated 1,500 nonwhites (3.0 percent of the population) and 2,500 to 3,800 Puerto Ricans (5.0 to 7.6 percent of the population).

The Holyoke Model Cities area in 1970 had an estimated 700 nonwhites (15.6 percent of the population) and 1,500 to 2,200 Puerto Ricans (33.3 to 48.9 percent of the population).

The city of Chicopee in 1970 had an estimated 1,400 nonwhites (2.1 percent of the population) and 500 to 750 Puerto Ricans (0.7 to 1.1 percent of the population).

The city of Westfield in 1970 had an estimated 200 nonwhite (0.6 percent of the population) and 500-750 Puerto Ricans (1.6 to 2.4 percent of the population).

The city of Northampton in 1970 had an estimated 200 nonwhites (0.7 percent of the population) and 200 to 300 Puerto Ricans (0.7 to 1.0 percent of the population).

3. Employment Developments and Outlook by Industry

Total average employment in the Springfield-Chicopee-Holyoke SMSA rose from an average payroll of 192,700 in 1960 to an average payroll of 212,300 in 1969, registering a net gain of 10.2 percent for the period. Between 1969 and 1970, the average payroll declined by 1,900 jobs, representing a loss of 0.9 percent. This was the second time since 1960 that average employment declined. Between 1962 and 1963, average employment declined by 1,200 jobs due to a number of firm liquidations in the area. Between 1969 and 1970, heavy job losses occurred in the manufacturing industries, partially offset by steady gains in the nonmanufacturing sector.

Manufacturing

Average employment in manufacturing was at a low for the decade in 1963, with an average payroll of 67,600. The high for the decade was reached in 1966, with an average payroll of 74,700. Since 1966, the average manufacturing payroll declined by 6,800 jobs, due mainly to the relocation of firms outside the SMSA, consolidation, mergers, and liquidations. Between 1969 and 1970, the average manufacturing payroll declined by 4,500 jobs, attributed largely to defense cutbacks, reduced factory orders, lowered consumer demand, competitive imports, tight money, long-term recessional trends in the total economy, relocation, and forced liquidation of marginal operations.

The outlook is for some further decline in manufacturing employment until a sharp, vigorous upturn in the nation's economy results in a substantial increase in local factory orders.

Durable Goods

The manufacturing of durable goods was at its lowest point for the decade in 1961 and 1970, both recessional years, with an average payroll of 28,200 for each of the two years. The hard goods sector received its greatest boost in 1965, during the Vietnam build-up, reaching a peak during 1966, when a number of defense-related contracts were awarded to firms in the SMSA. Between 1966 and 1970, the average payroll in the hard goods sector declined by 4,600 jobs, including 2,600 jobs phased out between 1969 and 1970.

The outlook for the hard goods sector is for a continuation of defense-related and other cutbacks during the remainder of FY 1971, and through FY 1972. A sharp upturn in the nation's economy, such as in the form of substantially increased demands for aircraft, automotive, and color television parts will be needed to bring renewed vigor to the durable goods sector of the SMSA.

Ordnance and Accessories

Average employment in the ordnance industry increased from a low of 1,600 in the early 1960's to a high of 3,700 in the late 1960's, due to a build-up of defense-related contracts following the escalation of the

TABLE I

Springfield-Chicopee-Holyoke, Massachusetts SMSA

TABLE I

Springfield-Chicopee-Holyoke, Massachusetts SMSA
Employment Annual Average - 1960 to 1970
(in 000's)

Item	1960	1961	1962	1963	1964	1965	1966	1967	1968	1969	1970 1/
Total Employment	192.7	193.1	195.2	194.0	198.0	201.4	208.2	209.1	209.8	212.3	210.4
Total Manufacturing Employment	71.7	70.0	70.0	67.6	68.8	70.8	74.7	73.9	73.3	72.4	67.9
Durable Goods	29.0	28.2	28.9	29.0	29.3	30.1	32.8	32.6	31.5	30.8	28.2
Ordnance	1.7	1.6	1.6	1.6	1.7	1.9	2.2	2.8	3.7	3.7	2.9
Primary Metals	3.7	3.8	3.9	3.7	3.5	3.8	4.2	4.1	3.9	3.9	3.7
Fabricated Metals	5.4	5.1	5.2	5.3	5.5	5.6	6.1	6.1	6.0	6.0	5.8
Nonelectrical Machinery	9.1	8.3	8.7	8.6	8.4	8.4	8.6	8.1	7.6	7.6	7.2
Electrical Machinery	3.3	3.5	3.3	3.7	3.9	4.0	5.3	5.0	4.2	3.5	3.1
All Other Durable Goods	5.8	5.9	6.2	6.2	6.3	6.4	6.4	6.5	6.1	6.1	5.5
Nondurable Goods	42.7	41.8	41.1	38.6	39.5	40.7	41.9	41.3	41.8	41.6	39.7
Food and Kindred Products	3.6	3.2	3.2	3.1	2.8	3.0	2.6	2.7	2.7	2.6	2.7
Textile Mill Products	4.5	4.3	3.9	3.5	3.2	3.3	3.3	3.2	3.0	2.7	2.2
Apparel Products	4.8	4.7	4.7	4.7	4.6	4.4	4.5	4.4	4.5	4.3	4.1
Paper and Allied Products	8.0	7.8	8.0	8.0	8.3	8.6	8.7	9.2	9.2	9.2	9.2
Printing and Publishing	5.5	5.7	5.8	5.8	6.0	6.2	6.6	6.4	6.5	6.6	6.4
All Other Nondurable Goods	16.3	16.1	15.5	13.5	14.6	15.2	16.2	15.4	15.9	16.2	15.1
Total Nonmanufacturing Employment	100.8	102.4	105.3	107.1	109.6	111.7	115.2	117.6	119.4	123.2	126.1
Contract Construction	5.6	5.7	5.6	6.0	7.0	6.6	6.9	7.2	7.5	7.9	7.8
Trans., Comm., and Utilities	8.5	8.4	8.4	8.1	8.0	8.4	8.4	8.2	7.8	8.3	8.3
Wholesale and Retail Trade	32.2	33.0	33.7	34.8	35.1	35.1	36.7	37.7	38.4	39.3	40.1
Fin., Ins., and Real Estate	8.3	8.4	8.7	8.6	8.6	8.6	8.5	8.8	9.0	9.1	9.3
Services, Misc., and Mining	25.6	25.9	26.1	26.7	27.5	29.0	30.1	31.1	32.5	33.9	35.0
Government	20.6	21.0	22.8	22.9	23.4	24.0	24.6	24.6	24.2	24.7	25.6
All Other Nonagric. Employment 2/	18.1	18.5	17.8	17.2	17.4	16.7	16.1	15.4	15.0	14.8	14.5
Agriculture	2.1	2.2	2.1	2.1	2.2	2.2	2.2	2.2	2.1	1.9	1.9

Source: BLS Current Employment Series
1/ Preliminary Figures for December
2/ Nonagricultural Self Employed, Unpaid Family Workers, and Domestic Workers in Private Households

war in Vietnam. The General Electric Co. plant, located in the Springfield Armory, closed operations here January 1, 1971. The firm had had a payroll of 1,350 in 1968 according to the local news media, and 900 at the beginning of 1970.

Ordnance payrolls lost 800 jobs between 1969 and 1970. Further layoffs, moderately heavy, are expected during the remainder of FY 1971 and into FY 1972.

The SMSA has one of the industry's larger firms in the state, namely, Smith and Wesson Co., located at Springfield. A moderately large firm, Savage Arms (Emhart Div.) is located at Westfield.

Primary Metal Industries

Employment in the primary metal industries reached a low for the decade in 1964, with an average payroll for the year of 3,500, but reached a high point two years later, with an average of 4,200. In the latter part of 1970, the Colorado Fuel and Iron Corp. (C.F. & I Corp.), located at Palmer, announced it would cease operations, with 700 workers to be idled at the year's end.

The industry will suffer moderately heavy job losses into FY 1972, due in part to the closing of the C.F. & I. Corp., and in part to a decline in orders in a currently sluggish economy.

The SMSA has three of the industry's moderate-sized firms in the state, T.R.W. Cable (formerly Holyoke Wire and Cable Co.), located in Holyoke, the Jahn Foundry Co., and the Hampden Brass and Aluminum Co., both located at Springfield. The T.R.W. Cable Co., maker of parts for color television, plans expansion when the economy improves.

Fabricated Metal Products

Employment in the manufacture of fabricated metal products was at a low in 1961, with an average payroll of 5,100, reaching a high in 1966-1967, with an average of 6,100.

The SMSA has one of the industry's larger firms in the state, Moore Drop Forging Co., with three plants located in Springfield and one in Chicopee. The SMSA also has one of the industry's moderately large firms, the Crane Co. (Chapman Division), located in Springfield. Other well-known firms include Zero Manufacturing Co. (Eastern Division), located in Monson, H.B. Smith Co., located in Westfield, and Vamco Co., located in West Springfield.

Light to moderately light losses in employment will occur in the industry into FY 1972, until a substantial upswing in the total economy becomes evident.

Nonelectrical Machinery

Average employment in the manufacture of nonelectrical machinery declined from a high of 9,100 in 1960 to a low of 7,200 in 1970. The Westinghouse Electric Co. plant, East Springfield, expects to cease all operations here early in 1971, due largely to a sharp decline in orders for vending machines which the local company has been manufacturing. The company employed about 300 workers during November, 1970.

The SMSA has two of the industry's moderately large firms in the state, Worthington Pump, Inc., located in Holyoke and Package Machinery Corp., located in East Longmeadow. Other well-known firms in the industry include Van Norman Co., Springfield; Acme Chain Co., Holyoke; Rex Chain Belt Co., Springfield; Warren Pump, Inc., located in Warren, and Perkins Machine and Gear Co., located in West Springfield.

A total of 1,500 jobs were lost in nonelectrical machinery between 1960 and 1970. Moderate job losses can be anticipated in the industry well into FY 1972, or until the economy shows a substantial upturn. Orders in nonelectrical machinery are frequently regarded as one of the most reliable indicators of economic trend about "six months hence".

Electrical Machinery, Equipment and Supplies

Average employment in the manufacture of electrical machinery, equipment, and supplies peaked for the decade in 1966, at which time payrolls averaged 5,300 for the industry. The industry reached a low in 1970, when the payroll averaged 3,100.

The SMSA has one of the industry's larger firms in the state, F.W. Sickles Co., located in Chicopee, manufacturer of electrical components and accessories. A medium-sized firm located in the SMSA is the WILCO-Electra Corp. (The Pres-to-Lite Co.), West Springfield.

The electrical machinery, equipment, and supplies industry has been pursuing a long-term downward trend since 1966, with a loss of 1,800 jobs between 1966 and 1969, and a loss of 400 jobs between 1969 and 1970. As a whole it has been affected by the recessional trend in the economy. In the Springfield-Chicopee-Holyoke SMSA, the industry has a low profit margin and a high turnover rate in a highly competitive field; the ability of local firms to compete for contracts will determine to a large extent employment trends. Light to moderately light job losses into FY 1972 will be a continuation of the trend of the past four years.

All Other Durable Goods

The "other durable goods" category includes five industries, in order of payroll size from the larger to the smaller, as follows: transportation equipment (SIC 37), professional, scientific and controlling instruments (SIC 38), lumber and wood products except furniture (SIC 24), stone, clay, glass, and concrete products (SIC 32), and furniture and fixtures (SIC 25).

Employment since 1960 in"all other durable goods" peaked in 1967, with an average payroll of 6,500. The highest percentage growth rate occurred in the manufacture of stone, clay, glass and concrete products, followed by the manufacture of transportation equipment. The greatest loss occurred in the manufacture of furniture and fixtures.

Transportation Equipment

An estimated 11 firms engaged in the manufacture of transportation equipment employed roughly an average of 3,000 persons in 1970, but job losses have been heavy over the past year due to a slackening of factory orders for parts from the automotive and aircraft industries.

The SMSA has one of the industry's larger firms in the state, American Bosch Arma Corp., manufacturer of motor vehicle parts and accessories, located in Springfield. One of the industry's moderately large firms in the SMSA is Columbia Manufacturing Co., manufacturer of bicycles and parts, located in Westfield. A well-known medium-sized firm is Atlas Corp. (Titeflex), manufacturer of aircraft parts, located in Springfield.

The manufacture of transportation equipment, needing a strong economy to sustain it, may continue to suffer moderate losses well into FY 1972, but will prosper when the economy regains vigor and strength.

Professional, Scientific, and Controlling Instruments; Photographic and Optical Goods; Watches and Clocks

Twelve firms are engaged in the manufacture of professional, scientific, and related goods, with an estimated average payroll well in excess of 1,000.

The SMSA has one of the industry's moderately large firms in the state, Technifax, manufacturer of photographic equipment and supplies, located in Holyoke. Other well known firms include Kollmorgan Optical Co., Northampton, and Standard Electric Time Co., in Springfield. Employment in the industry is expected to hold steady into FY 1972.

Lumber and Wood Products, Except Furniture

Over 30 firms are engaged in the manufacture of lumber and wood products, one the the best known of which is American Standard-Church Co., located in Monson.

Nondurable Goods

The soft goods sector of the SMSA was at its highest point for the decade in 1960, with an average payroll of 42,700. The soft goods sector was at its lowest point for the decade in 1963, with an average payroll of 38,600, representing a loss of 4,100 jobs since 1960, attributed to relocations, mergers, closings, and a lowered demand for its products as an aftermath of the recession of 1961.

The soft goods sector in the SMSA has weathered the current recessional period with milder losses than the hard goods sector. Some further employment losses are to be anticipated in the manufacture of non-durable goods before permanent recovery sets in locally.

Food and Kindred Products

Average employment in the manufacture of food and kindred products declined from a high of 3,600 in 1960 to a low of 2,600 in 1966 and 1969. Food products firms located in the SMSA are holding payrolls steady with no projected job losses for the remainder of FY 1971 or throughout FY 1972. Two moderate-sized food manufacturing firms with headquarters in the SMSA are Friendly Ice Cream Corp., at Wilbraham, and Piel Bros. (Hampden-Harvard), manufacturer of malt liquors, located in Chicopee.

Textile Mill Products

Average employment in the manufacture of textile mill products declined from a high of 4,500 in 1960 to a low of 2,200 in 1970. The number of textile firms in the area has steadily declined since 1960, with an estimated 25 now in operation. Alamac Knitting Mills, one of the best known textile firms, located in Springfield, is in the final stage of relocation and phasing out operations here. Clinton Silk Mills closed during 1970. United Elastic Corp., Easthampton, will close early in 1971, leaving no major textile firm remaining in the SMSA. An estimated 1,000 jobs will be lost during the remainder of FY 1971 and into FY 1972 in a severely depressed industry.

Apparel and Other Finished Products

Average employment in the apparel industry declined from a high of 4,800 in 1960 to a low of 4,100 in 1970, related closely to the long-term decline of the apparel industry in the Commonwealth. Local needle trades shops had an average payroll for the year 1970, of 4,100, down 200 from the previous year. During the latter part of 1970, Cromwell Manufacturing Co. of Springfield ceased operations and Desley Fabrics of Chicopee closed its doors.

The industry is expected to fare slightly better during FY 1972 than during the calendar year 1970, as fashion experts hopefully look forward to a wider acceptance of new lines in lieu of the buyer resistance that plagued the industry during 1970.

The SMSA has one of the industry's moderately large firms in the state, William E. Wright Co. (manufacturers of packaged tape, trimmings and ribbon) located at Warren. Other well-known apparel firms in the SMSA include William Carter Co., Springfield, Lesnow Manufacturing Co., Easthampton, Pioneer Valley Co., Holyoke, and the Chicopee Undergarment Co., Chicopee.

Paper and Allied Products

Average employment in the paper industry rose from a low of 7,800 on the payroll in 1961 to a high of 9,200 from 1967 through 1970. The SMSA is known throughout the nation for its growing paper industry. The number of firms in the industry reporting to the Massachusetts Division of Employment Security between 1960 and 1968 had remained unchanged. The industry had approximately 65 firms in 1970, with an average employment for the year of 9,200. During September, 1970, the Franklin Paper Co., Inc., of Holyoke, was in the process of liquidation.

The paper industry, holding steady during most of 1970, experienced heavy layoffs toward the end of the year due to a deepening of the nation's recession. The paper mills which produce packaging products are regarded as one of the bellwether industries upon which economic forecasts can often be based. If a recovery period is to begin by or during FY 1972, of which many economists are hopeful, a slight boom in the paper packaging industry should occur toward the end of FY 1971 or early in FY 1972.

The SMSA has some of the paper and paper products industry's moderately large firms in the state. U.S. Envelope Co. (P.P. Kellogg) has two plants located at Springfield. The "Eagle A" Division of Brown Co. is located at Holyoke. Old Colony Envelope Co. has a sizable firm at Westfield. Texon, Inc., is located at South Hadley. Other well-known firms in the industry located in the SMSA include Scott Graphics, with two paper mills in South Hadley in addition to its Technifax (Plastic Coating Co.) plant in Holyoke; Tampax Co., Palmer; Diamond National Co., also at Palmer; Ludlow Corp. (Marvellum Co.), Holyoke; General Fibre Box Co., West Springfield; Stevens Paper Co., Westfield; Strathmore Paper Co. , West Springfield; American Pad and Paper Co., Holyoke; and New England Container Co., Chicopee.

Printing and Publishing

Average employment in printing and publishing increased from a low of 5,500 on the payroll in 1960 to a high of 6,600 on the payroll in 1966 and 1969. An estimated 115 firms in the SMSA were engaged in printing and publishing in 1970, employing an average of 6,400 persons, 200 fewer than during the previous year. The industry has been affected by the nationwide recession, but is expected to resume employment gains when the nation's economy prospers.

The SMSA has one of the industry's large firms in the state, National Blank Book Co., at Holyoke. Moderately large firms in the area include Republican Co., publishers of the Springfield Newspapers, and the Wall Street Journal - Dow Jones plant, located in Chicopee. Other well-known firms in the industry include Sunshine Art Studios, Springfield and Longmeadow, Advertising Corp. of America, Holyoke, General Offset Printing Co., Springfield, and Springfield Photomount Co., Holyoke.

All Other Nondurable Goods

Average employment in "all other nondurable goods" was at its high point for the decade in 1960, with an average payroll of 16,300, and a low point for the decade in 1963, with an average payroll of 13,500. The industry as a whole has been seriously affected by the activities of various large firms in the SMSA, some of which have expanded their operations in the SMSA, and others of which have curtailed operations here. The category "all other nondurable goods" includes the following industries: chemicals and allied products (SIC 28); rubber and miscellaneous plastic products (SIC 30); leather and leather products (SIC 31); miscellaneous manufacturing (SIC 39); tobacco manufacturers (SIC 21); and petroleum products (SIC 29). Employment estimates are not given for any industry in which there are fewer than three firms to report, or which any one firm comprises two-thirds or more of the total payroll, as specified under Chapter 151A of the General Laws of the Commonwealth.

Chemicals and Allied Products

Employment in this industry between October, 1960 and October, 1969 declined 7.4 percent. In October, 1970, an estimated 21 firms in the SMSA were engaged in the manufacture of chemicals and allied products. There was little change in the employment pattern for the industry between October, 1969 and October, 1970.

The SMSA has one of the industry's largest firms in the state, Monsanto Chemical Co with two plants located at Springfield. Among the other well known chemical firms in the area are Stanley Home Products Co., located at Easthampton and Westfield, and John H. Breck Co., Springfield.

The industry has been constrained in its operations due to a recent decline in orders and consumer demand, but the outlook should be favorable as the overall economy improves.

Rubber and Miscellaneous Plastic Products

Between 1960 and 1968, the number of firms in the SMSA engaged in the manufacture of rubber and miscellaneous plastic products reporting to the Massachusetts Division of Employment Security increased. In October, 1970, an estimated 35 firms in the SMSA were engaged in the manufacture of rubber and miscellaneous plastic products.

The SMSA has one of the largest rubber companies in the state, Uniroyal Co., located in Chicopee. Among the other well-known firms in the area is National Transparent Plastic Co. (Servus Rubber) in Chicopee.

Leather and Leather Products

There are seven firms in the SMSA engaged in the manufacture of leather and leather products, the same as in 1960. Employment has held relatively steady over the decade. The SMSA has one of the industry's large firms in the state, Buxton, Inc., manufacturer of specialty leather goods, located at Agawam.

Miscellaneous Manufacturing Industries

This category includes a group of firms engaged in the manufacture of a wide variety of products, such as jewelry; toys, amusement, sporting, and athletic goods; office and artists' materials; brooms and brushes; and miscellaneous products. A total of 50 firms reported to the Massachusetts Division of Employment Security in 1960 compared to 54 in 1968. An average of 6,471 persons were employed in October, 1968 compared to 5,966 in October, 1960, showing a net gain of 8.5 percent. Between October, 1969 and October, 1970 over 400 jobs were lost in the miscellaneous manufacturing industries due to cubacks in orders and a lowered consumer demand. It is expected that these industries will gain new vigor and strength as the total economy improves.

The SMSA has three of the industry's large firms in the state, A.G. Spalding Co., manufacturer of athletic goods and equipment, located at Chicopee; Milton Bradley Co., manufacturer of games, at East Longmeadow ; and Pro-Phy-Lactic Brush Co. (Vistron Corp.), located at Northampton. Other well-known firms in this industrial classification include Diamond National Corp., Springfield.

Nonmanufacturing

Average employment in nonmanufacturing rose from an average payroll of 100,800 in 1960 to an average payroll of 126,100 in 1970, representing a net gain of 25,300 jobs for the 10-year period, or an average net gain of 2,530 jobs per year. In spite of the current recession, there was a net gain of 2,900 nonmanufacturing jobs in the SMSA between 1969 and 1970.

The outlook for FY 1972 is for continuing growth in the nonmanufacturing sector, with substantial employment gains anticipated in wholesale and retail trade; finance, insurance, and real estate; the service industries; and state and local government. The other nonmanufacturing industries, including contract construction; transportation, communication, and utilities; and federal employment should hold somewhat steady at current payrolls, but with employment increases to be anticipated when the post-recessional recovery period is in full sway.

Contract Construction

Average employment in contract construction rose from an average payroll of 5,600 in 1960 to an average payroll of 7,900 in 1969.

The SMSA has one of the industry's larger firms in the state, Daniel O'Connell Construction Co., based at Holyoke.

Although average employment in construction was down slightly (-100) between 1969 and 1970, it is expected that the industry will move ahead with greatly expanded payrolls once the economy has begun to point upward.

Transportation, Communication, and Utilities

Average employment in transportation, communication, and utilities was at its highest point for the decade in 1960, with an average payroll of 8,500, and at its lowest point for the decade in 1968, with an average payroll of 7,800.

Long-term job gains have occurred throughout the industry except in railroad transportation and in utilities, both of which have reported long-term losses. Outstanding long-term job gains have occurred in motor freight and warehousing, which now employ an estimated 2,100 persons. Further expansion is anticipated with the completion of the highway networks serving the area.

Among the industry's larger firms in the area are New England Telephone and Telegraph Co., with major offices at Springfield and Northampton; Western Mass. Electric Co., located at West Springfield; and the Springfield Gas and Light Co.

Wholesale and Retail Trade

Average employment in wholesale and retail trade rose from a payroll of 32,200 in 1960 to a payroll of 35,000 in 1970. On a percentage basis, the largest employment increases during the past decade have taken place in eating and drinking places, general merchandise stores, automotive agencies and service stations, and wholesale establishments.

Major retail employers in the SMSA include Forbes and Wallace Co., Springfield; Sears Roebuck and Co., West Springfield; Great Atlantic and Pacific Tea Co., Springfield; Albert Steiger Co. Springfield; Socony Mobile Oil Co., Springfield; Stop and Shop Co., Springfield; and Two Guys Mass., Inc. Springfield.

Finance, Insurance and Real Estate

Average employment in finance, insurance, and real estate rose from a payroll of 8,300 in 1960 to a payroll of 9,300 in 1970. Massachusetts Mutual Life Insurance Co., tenth largest among the nation's more than 1,700 insurance companies, has its home office in Springfield. Monarch Life Insurance Co. is also headquarted in Springfield.

Services, Miscellaneous, and Mining

Employment in services, miscellaneous, and mining rose from an average payroll of 25,600 in 1960 to an average payroll of 35,000 in 1970.

On a percentage basis, the most outstanding employment gains have occurred in personal services, medical and other health services, automotive repair services, legal services, miscellaneous repair services, and amusement and recreation. Heavy long-term employment losses have occurred in hotels, rooming houses, camps, and lodging establishments.

An average payroll of about 10,200 persons is now engaged in medical and related services in the private hospitals, nursing homes, and various health facilities of the area. Some of the largest private hospitals of the area include Springfield, Mercy, Wesson Memorial, and Wesson Maternity Hospitals, all located in Springfield; Holyoke and Providence Hospitals, located in Holyoke; and Cooley-Dickinson Hospital, located in Northampton.

An average payroll of about 7,800 persons is now engaged in educational services in the private elementary and secondary schools and the private colleges and universities located in the SMSA. The parochial schools of the area account for over one-third of the total. The largest single employer in educational services located in the SMSA is Smith College, located in Northampton. The University of Massachusetts, located at Amherst, although not in the SMSA, draws heavily from the SMSA for its payroll.

It is estimated that an average payroll of 6,200 is now engaged in business services, 4,100 in nonprofit membership organizations, 2,800 in personal services, 1,200 in hotels and lodgings, 1,000 in automotive repair services, 800 in miscellaneous services, 500 in miscellaneous repairs, 500 in legal services, and 400 in cinema establishments.

Government

Average employment in federal, state, and local government rose from a combined average payroll of 20,600 in 1960 to a combined average payroll of 25,600 in 1970.

At mid-November, 1970, the governmental payroll of 25,600 employees included 5,100 federal workers, 3,200 state workers, and 17,300 local government workers. Nearly one-half the local government workers are public school employees.

During 1969, approximately 1,200 federal civilian workers were employed at the Westover Air Force Base at Chicopee, most of whom have been laid off since that time in a phasing out program ordered by the Federal Government in its de-escalation of military activities.

A major employer of federal workers in the SMSA is the Veterans Administration Hospital at Northampton.

All Other Nonagricultural Employment

Average employment in the category which includes self-employed persons, unpaid family workers, and domestic workers in private households, was at its highest point for the decade in 1961, and at its lowest point in 1970. Generally speaking, there has been a long-term decline among unpaid family workers and domestic workers in private households. The number of self-employed persons could increase should the current recessional trend continue.

Agriculture

Average employment in agriculture in the SMSA has remained approximately the same from year to year, but varying with the seasons. An estimated 450 persons in the SMSA are self-employed agricultural workers and unpaid family workers. Agricultural wage and salary workers in a typical year vary from a low of approximately 550 during January, February, and March to a high of approximately 4,450 workers during July. During July, about 3,000 students and 1,000 out-of-state migrants (largely from Puerto Rico) work in the shade-grown tobacco industry in the Connecticut River Valley. Some additonal farm workers are seasonally employed in the vegetable and nursery farms of the area. The 1970 U.S. Census report on farm employment in the area may be somewhat lower than the DES estimates currently used, making a revision necessary.

4. Employment Developments and Outlook by Occupation

The Springfield-Chicopee-Holyoke SMSA can be considered in a transitional state in a process of adjustment to an overall occupational surplus, but with the prospects ahead for favorable occupational opportunities, at least by FY 1972, if and as certain developments (to be specified later) should occur.

An analysis of occupational developments and outlook will be made on the basis of the single digit classifications of the Dictionary of Occupational Titles (DOT). When reference is made to active applications on file in the local DES offices of the SMSA, it should be kept in mind that the applications made in the DES offices throughout the nation represent only a part, although a significant part, of all job applications made. Some of the applications on file in DES offices are from current jobholders interested in more favorable job opportunities. Many applications are made as a matter of routine, as required by law, by jobless persons who have filed unemployment claims.

Approximately one-third of all job openings are filed in DES offices, according to national studies made. Complete statistics on current job orders in local DES offices are not available at this time due to a change of procedures. Based upon the most recent estimates available, unfilled job openings on file in DES offices of the SMSA have declined from an average of 700-800 in the fall of 1969 to about 350-400 during the latter part of 1970.

Professional, Technical, and Managerial

The current recession has pushed a number of professional, technical and managerial workers into the surplus labor supply. At the end of 1970, there were 980 active applications on file in the local DES offices. The actual occupational surplus for this group is believed to be unusually large due to a reluctance of some professionals to make full use of the local DES office, and a preference of this group to turn to private employment agencies.

A general overall surplus exists in most professional, technical, and managerial occupations, particularly for electrical engineers, mechanical engineers, teachers, employment interviewers, and social caseworkers. For the first time in more than a decade, the area faces a large occupational surplus in teaching at all age-grade levels. It is felt many ex-teachers in private industry who have been recently laid off are returning to their former occupation. Cutbacks in Federal funding have decreased the total number of teaching positions open, particularly in high schools and colleges.

Clerical and Sales

A total of 1,770 clerical and sales applications were on active file at the end of 1970 in the local DES offices of the SMSA. The 1,770 applications do not take into account the persons who had previously applied but who had not renewed their application during the past 60-day period.

In consultation with the employment service managers and employment counselors of the respective DES offices of the SMSA, it has been estimated that the area has a surplus labor pool of up to 1,500 job-seeking secretaries, stenographers, office clerks, and file clerks. Skilled typists, secretaries, and stenographers account for about 20 percent of this clerical labor pool.

Machine Trades

A total of 1,616 applications were on active file in local DES offices of the SMSA representing a large surplus of forge workers and production machine operators, particularly the latter. SMSA industrial leaders are currently looking for prospective firms which can come into the area to utilize an estimated labor surplus of 1,000 trained production machine operators.

Bench Work

A total of 1,048 applications for bench work were active at the end of 1970, reflecting a growing surplus of assemblers in the area, attributed to a gradual long-term decline since 1966 in employment in electrical machinery, equipment, and supplies.

Structural Work

A total of 1,061 applications for structural work were on active file in the local DES offices at the end of 1970. A surplus of construction workers is a seasonal occurrence during the winter months, but at the end of December, 1970, the surplus was conspicuously large, particularly among minority group nonunion members seeking work as carpenter's helpers. The overall surplus of construction workers is expected to be small when various building projects are under way in the spring and summer. Many minority group members are reportedly seeking entrance, with limited success, into the building trades unions of the area. The University of Massachusetts and the Model Cities agencies of the SMSA are actively seeking to facilitate the entrance of minority persons into the building trades unions of the area.

Miscellaneous

A total of 1,407 applications for miscellaneous work were on file in the DES offices at the end of 1970. Applications for miscellaneous work have always been numerous, but have increased in recent months. Many material handlers are among the applicants, for which there is a relatively low demand in the area. There is a growing surplus of trained and experienced fork-lift operators with only dim prospects for employment in the months ahead.

General Outlook

The SMSA has a combination of a large surplus of workers with varying degrees of training and experience. The SMSA also has a large amount of idle manufacturing space, complete with facilities, in addition to a large amount of unused plant capacity on the part of existing firms. Chamber of Commerce groups and other community organizations and agencies in the SMSA are actively engaged in seeking to bring new firms into the area.

The area still retains a large manufacturing base which can certainly be expanded as the economy improves. In addition to its manufacturing resources, the area has good prospects for development as a regional trade, service, and educational center. Tourism and recreation also represent a growing industry for the Springfield-Chicopee-Holyoke SMSA, with a high potential for future development, at the same time utilizing a surplus labor supply.

5. Recent Trends in Unemployment

The seasonally unadjusted unemployment rate for the Springfield-Chicopee-Holyoke SMSA has averaged higher than that of the Commonwealth of Massachusetts each year during the past decade, as shown in the following table:

Comparison of Annual Unemployment Rates
Springfield-Chicopee-Holyoke, Massachusetts SMSA
and the Commonwealth of Massachusetts
1960-1970

Year	Springfield-Chicopee-Holyoke-SMSA	Massachusetts	Difference in Percentage Points
1960	5.9	5.1	+0.8
1961	6.7	5.9	+0.8
1962	6.7	5.4	+1.3
1963	7.0	5.8	+1.2
1964	6.3	5.7	+0.6
1965	5.3	4.9	+0.4
1966	4.3	4.2	+0.1
1967	4.6	4.0	+0.6
1968	4.6	4.0	+0.6
1969	4.6	3.9	+0.7
1970	6.3	5.3	+1.0

Source: Massachusetts Division of Employment Security

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The unemployment pattern for the Springfield-Chicopee-Holyoke SMSA reflected mixed trends through the 1960's, deviating from the unemployment pattern found in either the state or the nation. Highlights of the unemployment trends are given below:

Recession of 1961. The SMSA followed the general unemployment trend of the state between 1960 and 1961, as each registered an increase of 0.8 of a percentage point between the two years. Manufacturing payrolls declined moderately between 1960 and 1961 in both the SMSA (from 71,700 jobs to 70,000) and in the state (from 697,900 jobs to 684,900). The payroll decline was more serious for the Springfield-Chicopee-Holyoke SMSA than for the state, due to the high proportion of manufacturing in the SMSA. Nonmanufacturing employment registered gains between 1960 and 1961 in both the SMSA and the state.

Localized Recession of 1963. While the nation as a whole had moved out of the 1961 recession, the unemployment rate for the state in 1963 (5.8 percent) was almost as high as in 1961, and the unemployment rate for the Springfield-Chicopee-Holyoke SMSA (7.0) was somewhat higher than in 1961. A number of manufacturing firms had either closed or moved out of the area in both the state and the SMSA, particularly the latter.

Some of the larger firms lost to the area through either closing or relocation between 1961 and 1963 included:

SIC	Name of Firm	Approximate Jobs Lost
22	Chicopee Manufacturing Co. (Textiles)	400
23	Asinoff Sons	300
22	A.D. Ellis Mills	300
22	J.P. Stevens Company's Hampton Mills, Inc.	300
33	Morgan Spring Works, C.F.I. Corp.	300
22	William Skinner & Sons	300
39	International Silver Co.	200
26	White and Wycoff	200

Other firms which closed or relocated during this period included Ward and Allied Baking Companies, Highland Knitting Co., Worthington Corporation's Air Conditioning Division, Carlson Pattern Shoe, Handy Co., Torrington Manufacturing Co., Whitley Tailleurs, Norwoods, Inc., Knit Goods Specialty, Lavalle and Ide., Malone Knitting, Young and Trim.

Escalation of the Vietnam War. Unused plant capacity in the SMSA as well as in the state in the early 1960's paved the way for the signing of a number of defense-related contracts which were becoming increasingly available during the escalation of the war efforts in Vietnam, beginning in 1965.

Closing of the U.S. Armory. It was during the escalation of the Vietnam war, with many new defense-related contracts being awarded to firms in the SMSA, that the U.S. Armory phased out its operations here. The Armory, reporting a payroll of over 2,300 in 1965, reduced its staff to less than 500 by January, 1968, and phased out all operations in the area April 30, 1968. The 2,500 jobs lost to the area equalled approximately one-fourth the average number of jobless person in the SMSA during 1968. The loss of the Armory has been a serious blow to the area. Early in 1967, as a partial replacement, General Electric Co. began operations here at the same location to manufacture ordnance and accessories, building up to a payroll of nearly 1,400 during 1968. General Electric Co., after operating in the SMSA for four years, ceased all manufacturing activity here at the end of 1970.

Current Recession. Since April, 1970, the unemployment rates for the Springfield-Chicopee-Holyoke SMSA have averaged well over 6 percent. The SMSA was classified as an area of substantial unemployment (effective August 1, 1970). The high unemployment rate in the area has been due in part to a general slackening of manufacturing activity caused by the nationwide recessional trend and in part to both the relocation and closing of various firms here. Early in 1971, the following sizeable firms in the area will have either closed or will be in the process of closing:

SIC	Firm	Estimated Jobs Lost
19	General Electric Co.	1,400
33	Colorado Fuel and Iron Co.	600+
35	Westinghouse Electric Co.	400
22	United Elastic Corp.	350
23	Cromwell Manufacturing Co.	200+

In addition to the above, about 500 jobs have been lost at Alamac Knitting Mills since 1968, due to closing out of most manufacturing operations here, although some small-scale operations remain. Other well-known firms which have phased out their manufacturing operations here since 1968 include, Multicolor Corp., H.K. Porter, Roger Plastic, Ware Millinery, Bay State Hat, Payuk Cigars, David T. Buys and Franklin Paper.

Unemployment Outlook. Any marked decrease in the jobless rate here will depend upon the following factors:

(1) Utilization of unused plant space and idle plants to near full capacity to generate adequate employment here.
(2) An awaited upturn in the nation's economy.
(3) Conversion of defense-related industries in the area to increased peace-time employment.

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6. Universe of Need for Manpower Services

The universe of need represents the total number of individuals, including both the unemployed and the underutilized, who may have need of employment-related assistance through various types of manpower programs throughout the coming fiscal year 1972. The universe of need for the Springfield-Chicopee-Holyoke SMSA has been derived in accordance with the current guidelines prepared by the Manpower Administration of the Department of Labor with respect to the Annual Manpower Planning Report for fiscal year 1972.

Concepts and Definitions--Universe of Need. The universe of need for manpower services represents the sum of: (a) all unemployed persons; (b) persons working part-time (less than 35 hours per week) for economic reasons--slack work, material shortages, repairs to equipment, and inability to find full-time work; (c) persons working full-time, but with earnings which do not raise the family income above the poverty level; and (d) persons who are not in the labor force but should be, assuming the removal of barriers to employment.

Family. This term is defined for census purposes as two or more related persons living together in the same household. The census definition excludes "unrelated individuals"--that is, persons living alone or living with persons to whom they are not related. Data for unrelated individuals are reported separately by the Census Bureau.

The term "family," as used in the definition of the disadvantaged consists of one or more persons living in a single household who are related to each other by blood, marriage or adoption. All persons living in one household who are related to each other are regarded as one family. An individual living alone or in group quarters is also considered a family. Therefore, when using census information as a basis for developing information on the disadvantaged, data for unrelated individuals must be added to those for families to represent this broadened definition of "family."

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Poor families and families in near-poverty are defined on the basis of annual family income, by source (farm and nonfarm), in relation to the number of members of the family, as shown in table below:

TABLE II

Family Income Criteria for Designation of Poor Families and Families in Near Poverty

Family Size	Poor Family Annual Income Not in Excess of:		Family in Near-Poverty Annual Income above that for Poor, but not in Excess of:	
	Nonfarm	Farm	Nonfarm	Farm
1	$1,800	$1,500	$2,200	$1,850
2	2,400	2,000	2,850	2,400
3	3,000	2,500	3,450	2,950
4	3,600	3,000	4,450	3,800
5	4,200	3,500	5,250	4,450
6	4,800	4,000	5,900	5,050
7	5,400	4,500	)	)
8	6,000	5,000	)	)
9	6,600	5,500	)	)
10	7,200	6,000	)7,250	)6,150
11	7,800	6,500	)	)
12	8,400	7,000	)	)
13	9,000	7,500	)	)

NOTE: Families receiving cash welfare payments are designated as "poor" regardless of the amount of family income.

Disadvantaged. An individual is regarded as disadvantaged if he is a poor person (or member of a poor family) who does not have suitable employment, and is one of the following: (1) a school dropout; (2) a member of a minority; (3) under 22 years of age; (4) 45 years of age or older, or (5) handicapped. In calculating the estimate of the disadvantaged as part of the universe of need for manpower services, data on the number of individuals in poor families are reduced by the estimated number of such persons who are between the ages of 22 and 44, who are not members of minority groups, school dropouts, or handicapped.

Other Poor. Members of poor families (who are or should be in the labor force) who are not designated as disadvantaged. (Note that a poor family may contain some disadvantaged members and some members designated as "other poor.")

Near-poverty. Members of families (who are or should be in the labor force) with incomes above the upper limit identifying poor families but not in excess of the amounts shown in the table under "Near-Poverty."

Other persons in need of employment-related assistance. Unemployed or underutlized persons who are members of families with incomes above the "near-poverty" level, who may require employment-related assistance during the fiscal year.

Base Period and Projected Period. The base for the calculation of the universe of need for fiscal year 1972 has been FY 1970, for which period there was an average civilian work force of 223,000, with average unemployment of 11,700, yielding an average unemployment rate of 5.3 percent. Because average unemployment is a major component in the universe of need, any marked change in the unemployment rate would seriously affect the universe of need.

Using fiscal year 1970 as the base, a total of 72,300 persons were found to be in the universe of need, of which 23,000 were classified as poor and 49,300 as nonpoor. The 23,000 poor included 16,900 disadvantaged persons and 6,100 other poor persons. The 49,300 nonpoor persons included 15,400 in near-poverty and 33,900 in the "all other nonpoor category."

At the request of the Springfield CAMPS committee, an adjustment was made in the universe of need estimates to take into account the rapidly rising unemployment rate in the SMSA during calendar year 1970.

Any realistic projections of the universe of need for fiscal year 1972 (July 1971 through June 1972) will need to take into account both the current nonseasonal increases in the number of jobless in the SMSA and projected economic trends. The factor of increased unemployment in the area within the past 24 months can be seen in the following table:

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Table III

Comparison of Monthly Unemployment Rates
Springfield-Chicopee-Holyoke, Massachusetts SMSA
1969 and 1970

Month	Year 1970	Year 1969	Difference in Percentage Points
January	5.2	4.5	+0.7
February	5.3	4.6	+0.7
March	5.7	4.6	+1.1
April	6.0	4.6	+1.4
May	6.3	4.4	+1.9
June	7.3	5.4	+1.9
July	7.2	4.9	+2.3
August	6.6	4.7	+1.9
September	6.1	4.4	+1.7
October	5.9	3.9	+2.0
November	6.8	4.6	+2.2
December	6.9	4.6	+2.3
Average	6.3	4.6	+1.7

Source: Massachusetts Division of Employment Security

Generally speaking, the unemployment rate for the Springfield-Chicopee-Holyoke SMSA has been seasonally low in November and December compared to the annual averages. During the 10-year period 1960-69, the unemployment rate for November has averaged 5.1 percent, and for December, 5.3 percent, compared to an annual average of 5.6 percent for the 10-year period.

At the request of the Springfield Area CAMPS committee, an average unemployment rate of 7.0 percent will be assumed in the projection of the universe of need for FY 1972. Should the unemployment rate decrease substantially by that time, the following table can be utilized in making a crude adjustment to the universe of need estimates.

TABLE IV

TABLE IV

Adjusted Factor in Universe of Need
Related to Unemployment
Springfield-Chicopee-Holyoke, Massachusetts SMSA

Assuming a Civilian Work Force of 223,300						
An Average Unemployment Rate of	Would Mean This Number of Average Unemployed Persons	Compared to FY'70 Average Unemployment of	Difference	Resulting in an Assumed Change in the Universe of Need of 1/	Proportion of FY 1970 Universe of Need (72,300)	Universe of Need Revised
7.5	16,700	11,700	+5,000	+20,000	+27.7 %	92,300
7.0 2/	15,600	11,700	+3,900	+15,600	+21.6 %	87,900
6.5	14,500	11,700	+2,800	+11,200	+15.5 %	83,500
6.0	13,400	11,700	+1,700	+ 6,800	+ 9.4 %	79,100
5.5	12,300	11,700	+ 600	+ 2,400	+ 3.3 %	74,700
5.3 3/	11,700	11,700	0	0	0	72,300
5.0	11,200	11,700	- 500	- 2,000	- 2.8 %	70,300
4.5	10,100	11,700	-1,600	- 6,400	- 7.5 %	65,900

1/ Assuming other factors remain constant. (Column 4 x 400 percent).
2/ Assumption for planning purposes FY 1972, based on a jobless rate of 7.0 percent
3/ FY 1970

Universe of Need Projected for FY 1972. Based upon an estimated universe of need of 87,900 for fiscal year 1972, subject to revision as outlined in the preceding paragraphs, we are ready to deal with the components of the universe of need for the Springfield-Chicopee-Holyoke SMSA, the Springfield Model Cities area, and the Holyoke Model Cities area.

The projected universe of need for the SMSA for FY 1972 of 87,900 persons needing manpower-related assistance comprises two major groups, the poor, numbering 28,000, and the nonpoor, numbering 59,900. The poor consist of the disadvantaged persons, numbering 20,600, and the "other poor," numbering 7,400. The nonpoor consist of the persons in near-poverty households, numbering 18,700, and "all other nonpoor," numbering 41,200.

A comparison of the universe of need based on FY 1970 data and the projected universe of need for FY 1972 is shown on the following table:

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The universe of need consists of five major components, namely:

(1) Unemployed persons.
(2) Persons employed part-time for economic reasons.
(3) Persons employed full-time, but with family income at, near, or below the poverty level.
(4) Persons not now in the labor force, but who should be.
(5) New entrants and reentrants in the labor force.
(6) Other persons needing manpower-related assistance.

Unemployed Persons in the Universe of Need. The most important component of the universe of need is the average number of unemployed persons.

The average number of 15,600 unemployed persons projected for FY 1972 can be divided into the following categories:

Unemployment Category	Estimated Number FY 1972
Average Unemployment, Total	15,600
Average Hard-core Chronic Unemployed	5,500
Average Poor Unemployed	3,800
Average Disadvantaged Unemployed	2,500
Average Other Poor Unemployed	1,300
Average Near-Poor Unemployed	1,700
Average Unemployment Excluding Poor and Near-Poor	10,100

Average Hard-Core Unemployed. An estimated average total of 5,500 hard-core unemployed persons are anticipated in the Springfield-Chicopee-Holyoke SMSA during FY'72. Of the estimated 5,500 hard-core, chronic unemployed persons in the SMSA, 2,500 will be among the disadvantaged, 1,300 will be among the other poor of the SMSA, and 1,700 will be among the near poor—of the SMSA.

Hard-Core Chronic Unemployed Poor Persons. A total of 3,800 hard-core chronic unemployed poor persons has been estimated for the SMSA for FY 1972, representing nearly 25 percent of the estimated total of 15,600 jobless persons projected for FY 1972. When the unemployment rate of an area has averaged from 4.5 to 5.9 percent, as was the case during FY 1970, which served as the statistical base year, a reciprocal of .25 is used to determine the annual average number of jobless persons who were poor. In making the projections for the Springfield-Chicopee-Holyoke SMSA for FY'72, a reciprocal of slightly less than .25 was used to determine the number of jobless poor persons. When the unemployment rate of an area rises substantially above 6.0 percent, there is a likelihood that approximately 20 percent of the unemployed persons of the area will be in the poor category, based upon national studies made by the Census Bureau, the Social Security Administration, and the Department of Labor. The estimate of 3,800 hard-core chronic unemployed poor persons for FY'72 may be slightly high.

Hard-Core Chronic Unemployed Disadvantaged Persons. Of the 3,800 hard-core unemployed poor persons projected for FY'72, it is estimated that 2,500 (approximately two out of three) will be disadvantaged, i.e. having one or more of the following characteristics:

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Member of a minority group, such as nonwhite or Puerto Rican, under 22 years of age or 45 years of age or over, lacking a high school education, handicapped and/or having an impairment, impediment, or other problem interfering with normal employment opportunities.

Hard-Core Chronic Unemployed "Other Poor" Persons. An estimated average of 1,300 hard-core chronic unemployed "other poor" will need manpower-related assistance. The persons in this group are poor, but lacking the characteristics of the disadvantaged. These persons are white, between 22 and 44 years of age, having graduated from high school, not handicapped, and not having an impairment, impediment, or serious problem interfering with normal employment opportunities.

Hard-Core Chronic Unemployed Persons from Near Poverty Households. An average total of 1,700 hard-core chronic unemployed persons from near poverty households in the SMSA, projected for FY'1972, represented 15 percent of the average number of jobless persons projected for the area. Some of the persons in this group of the hard-core chronic unemployed near-poor will have one or more of the characteristics of the disadvantaged. Many persons of this group of unemployed near-poor will be white, 22 to 44 years of age, graduated from high school, and not handicapped. Persons from near-poor households who are chronically jobless constitute a serious problem to both social workers from welfare agencies and employment counselors.

Other Unemployed Persons Needing Manpower Assistance (excluding the unemployed poor and the unemployed near-poor). In addition to the estimated average of 2,500 hard-core unemployed disadvantaged persons, the estimated average of 1,300 hard-core unemployed "other poor" persons, and the estimated average of 1,700 hard-core unemployed near-poor persons - all projected for FY'72 - there will be a sizeable group of unemployed persons who are neither poor nor near-poor. It is projected that this latter group will comprise an average of 10,100 unemployed persons during FY'72. The kinds of manpower assistance needed for this group will be varied. This group will include:

a. The frictionally unemployed, or those "between jobs."

b. The seasonally unemployed, such as construction workers during mid-winter.

c. The structurally unemployed, or those affected by a serious change in the labor market, such as workers laid off due to peacetime conversion, or to relocation of textile, apparel, and other plants outside the area.

d. The technologically unemployed due to obsolescent skills in a changing industrial scene. (Technological unemployment is frequently regarded as a form of structural unemployment).

e. The persons unemployed due to cyclical recessional trends in the economy.

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Persons Employed Part-Time for Economic Reasons in the Universe of Need. A number of persons in FY 72 will be working part-time (less than 35 hours per week) in nonagricultural jobs for certain economic reasons (slack work, material shortages, repairs to plant and equipment, inability to find full-time work). For the U.S. as a whole, an average of 2.0 percent of all nonagricultural employment was found to consist of the part-time workers. In the Springfield-Chicopee-Holyoke, SMSA, the part-time workers would average slightly higher than 2.0 percent of the nonagricultural workers.

It is anticipated that there will be 1,300 disadvantaged part-time workers in the SMSA during FY'72.

Persons Employed Full-Time but with Family Income At, Below, or or Near the Poverty Level. It is estimated that during FY 72 there will be 12,300 disadvantaged workers in the SMSA whose jobs will provide insufficient wages to bring the family income adequately above the poverty (or near-poverty) level. This group of underutilized disadvantaged persons hurls a Herculean challenge to the manpower agencies serving the area. In many cases, there will need to be a moderately large investment in time, funding, and resources to retrain underutilized persons for more profitable lines of employment. Some of these persons will need intensive counseling, specific training, and specialized placement service. While the economy is in its recessional period, employment opportunities at adequate wages will be limited, but more workers can be utilized in any area through intensive counseling, training programs, and placement service than could be utilized without these specialized manpower activities.

Persons Not in the Labor Force but Who Should Be. The persons in FY '72 who will not be in the labor force at that time, but who should be, and who will be in need or assistance in preparing for and seeking employment, comprise a number of categories not in the labor force but which should be, including:

Groups underrepresented in the Labor Force. Groups underrepresented in the labor force include nonwhite males 16-19 years of age; nonwhite males 20-64; nonwhite females 16-19, and white males 45-54 and 55-64.

Potential WIN Applicants. The persons who are potential applicants for the Work Incentive Program (WIN) are among those not in the labor force but who should be. This group includes the older youths and adults who are welfare recipients under the Aid to Families with Dependent Children (AFDC) program, who are potentially WIN clients.

Migrant Workers. In the Springfield-Chicopee-Holyoke SMSA, a large influx of Puerto Ricans has added significantly to the number of persons not in the labor force but who should be. There has been admittedly a vast undercount in local and U.S. censuses of Puerto Ricans, all of whom are U.S. citizens, and as such, not under alien legislation or immigrant laws.

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The Puerto Rican migrant population is highly mobile. Up to 4,000 Puerto Ricans have come into the area in a single year in response to requests for textile, apparel, and other workers by various industrialists. Many of the Puerto Rican families alternate their places of residence from Puerto Rico to New York City, to the Springfield-Chicopee-Holyoke SMSA, to other areas of the U.S. with large Puerto Rican populations, until they settle down in a place of residence and place of employment.

There will be a projected total of 4,500 disadvantaged persons for FY '72 not in the labor force but who should be, and who will need assistance in preparing for and seeking employment.

New Entrants and Reentrants in the Universe of Need. An estimated average of 4,000 new entrants and reentrants in the work force will be in need of manpower-related assistance during FY '72, of which approximately 2,000 will be new entrants and approximately 2,000 will be reentrants. All of these persons would be considered as unemployed while they are seeking a job and until they find one. These persons would presumably come from all socioeconomic groups in the area, including the disadvantaged, the other poor, the near poor, and the nonpoor, but the vast majority would be nonpoor.

Both the new entrants and the reentrants have widely diversified needs in regard to training and placement services. The average of 2,000 new entrants and the average of 2,000 reentrants should be kept in mind in planning manpower programs and services. Many new entrants and reentrants, as a group, require employment service in local D.E.S. offices, and in some cases are likely prospects for special training programs.

The job-seeking new entrants and reentrants, although technically unemployed until they find work, are treated as a separate group in calculating the universe of need, and are roughly classified into the nonpoor catagory in which most of them belong.

The new entrants and reentrants are not broken out as a separate item in the Plan of Service Manpower Data Summary.

An average of 4,000 new entrants and reentrants in the work force for the SMSA actually means a total of possibly four times this number of different persons (16,000) who would be classified as new entrants or reentrants at some time during the year. In the universe of need, we have included only an average of 4,000 new entrants and reentrants (not total new entrants and reentrants). If the local CAMPS Committee should feel it necessary or desirable to add an estimated 5,600 in-school Junior High and Senior High Youths to the D.E.S. universe of need as per instructions for the Preparation and Transmittal of Fiscal Year 1971 Comprehensive Manpower Plan - Part A, as per Issuance No. 71-1, a notation should perhaps be made that the 5,600 in-school youths needing manpower services does not mean 5,600 more persons, as there is some degree of overlapping. The average of 4,000 new entrants and reentrants utilized in the D.E.S. universe of need, without any multiplication factor, would include an average of 1,500 in-school junior and senior high school youths in need of manpower assistance at some time during the year.

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Other Underutilized Persons. Thus far we have not discussed the nondisadvantaged persons employed part-time for economic reasons, the nondisadvantaged persons employed full-time but with family income at, below, or near the poverty level, and the nondisadvantaged persons not in the labor force but who should be. This total group of nondisadvantaged underutilized persons comprises 20,400 persons in the universe of need, compared to 18,100 disadvantaged underutilized persons in the universe of need, as shown in the following table: (See item a below).

Universe of Need
Springfield-Chicopee-Holyoke, Massachusetts SMSA
FY 1972

Item	Total	Sub-Groups	
		Disadvantaged	All Other
Total	87,900	20,600	67,300
Unemployed & Underutilized, Total	54,100	20,600	33,500
a. Unemployed (Average)	15,600	2,500	13,100
b. Underutilized, Total	38,500	18,100	20,400
(1) Employed, part-time, economic reasons	4,800	1,300	3,500
(2) Employed full-time, family income at, near, below poverty level	24,000	12,300	11,700
(3) Not now in labor-force, but should be	9,700	4,500	5,200
New Entrants & Reentrants (Average)[1/]	4,000	-	4,000
All Other, Total	29,800	-	29,800
(1) Employed persons, not poor, significantly employed below their potential	6,000	-	6,000
(2) Workers whose jobs are adversely affected by technological change	3,000	-	3,000
(3) Other persons needing manpower assistance	20,800	-	20,800

[1/] Includes in-school youths needing manpower services.

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The manpower-related needs for the nondisadvantaged underutilized persons would have a lower priority than for the disadvantaged underutilized persons. Persons employed part-time for economic reasons and individuals not in the labor force but who should be will be found not only among the disadvantaged, but also among the other poor, the near-poor, and among all other nonpoor. Persons employed full-time but with family incomes at, below, or near the poverty level obviously would include no one among the 41,200 "all other nonpoor."

All Other Persons Needing Manpower-Related Assistance. As indicated previously, an average of 10,100 unemployed non-poor persons (excluding the near-poor) has been projected for FY '72. The total number of individuals unemployed at some time during the year is estimated to be approximately four times the average number of unemployed persons, based upon various nationwide studies. Thus, the total number of intermittently unemployed non-poor individuals (excluding the near-poor) in the Springfield-Chicopee-Holyoke, Mass. SMSA would amount to four times the average of 10,100 jobless (or 40,400). In order to keep from counting the same persons twice, it has been necessary to make a reduction of 10,100 in the total. This, and various other minor compensatory adjustments, account for the revised estimate of 29,800 all other persons in need of manpower-related services projected for FY '72 as found in the preceding table.

The 29,800 all other persons needing some type of manpower-related assistance have been broken down into the following three sub-groups:

Non-poor persons (excluding the near poor) who are employed significantly below their occupational potential. There will be an estimated 6,000 persons who experience intermittent unemployment and, in some cases, frequent job changes, who could benefit greatly from training programs, employment counseling, and placement service. These persons are employed at less-than-acceptable wages in low-skilled jobs. This sub-group represents 20 percent of the 29,800 all other non-poor persons in need of manpower-related services.

Workers whose jobs are to be adversely affected by future technological change. It is anticipated there will be 3,000 individuals who face intermittent layoffs in declining or marginal and submarginal industries in the area in danger of liquidation, relocation, forced merger, or other serious disruption. Occupational skills for these persons have become or are becoming obsolescent. The worker needs training, often in an entirely new type of occupation, in order to gain a realistic sense of job security. This sub-group represents 10 percent of the 29,800 all other non-poor persons in need of manpower-related services.

All other persons needing any type of manpower-related experience. There will be approximately 20,800 remaining persons who could benefit from some type of manpower-related assistance, such as counseling or information on self-help opportunities in education, additional training, or ongoing work-experience programs.

7. Characteristics of the Disadvantaged

The salient characteristics of the disadvantaged of the area can be best understood, it is felt, by classifying them into groups. A disadvantaged individual is regarded as such if he is a poor person (or member of a poor family), and also under 22 or over 44 years of age, or member of a minority race, or lacks a high school education, or is seriously handicapped.

The following types of disadvantaged persons are common in the area:

The school dropout
The older worker
The nonwhite worker
The Puerto Rican
The welfare recipient

The characteristics of the disadvantaged have been analyzed for the Springfield-Chicopee-Holyoke SMSA through the use of unemployment data obtained from a study of the claims files at local DES offices, as well as Human Resources Development (HRD) data obtained from Employment Service reports. In addition, some use has been made of the newly developed Employment Service Automated Reporting System (ESARS) data.

The School Dropout

The SMSA is believed to have a dropout rate of five percent per year for grades nine through twelve. Based upon an estimate of a total of 26,000 pupils in these grades, five percent dropout rate would mean 1,300 current "high school dropouts"per year. A major proportion of these dropouts are finding difficulty in obtaining suitable employment. The male dropouts are found in large numbers among the applicants for jobs as material handlers, for which the employment prospects are dim. The female dropouts are found in large numbers among the applicants for positions as file clerks, another surplus occupation in the area. Youths under 22 years of age, most of whom are high school dropouts, constitute nearly one-half of all HRD applications at local DES offices.

The Older Worker

The older worker (45 years of age and over) comprises over one-half of those who file unemployment claims at local offices. The older worker is at a decided disadvantage in obtaining work in certain industries or in many kinds of occupations. Employers complain about difficulties in including older workers in the regular company pension plans. Many older workers have obsolescent skills, and need re-training to become job-ready. Those lacking a high school education and who have not had satisfactory work experiences face almost insurmountable difficulties when seeking employment.

The Nonwhite Worker

Nonwhites in the area face the constant threat of racial discrimination, often of an overt nature, and frequently insidiously subtle. The threat increases with the darkness of the skin. The unemployment rate for the nonwhites in the

SMSA is believed to be at least one-third higher than for the SMSA as a whole. Nonwhites, when employed, are more apt to be in the low-paying occupations. The males find extreme difficulty in seeking apprenticeship into the well-paying building trades. The nonwhite worker from the ghetto area faces many serious problems, particularly if he is a school dropout, lacks training and experience for jobs open, lacks transportation to and from any work he may obtain, and faces emotional problems because of the combined impact of ghetto-living and threatened racial discrimination. About 40 percent of the HRD applicants at the local DES offices are nonwhite. The nonwhites include Negroes(or blacks) and Orientals, but not usually Puerto Ricans. The latter group is classified by the U.S. Census as white.

The Puerto Rican Worker

The Puerto Rican workers of the area face a triple problem, namely, a language barrier, slow assimilation within the community, and the threat of racial discrimination. Although the U.S. Census technically classifies Puerto Ricans as white, many in this group, particularly the darker-skinned, feel the constant threats of racial discrimination along with other employment barriers.

The Welfare Recipient

An estimated 3,750 adults on Aid to Families with Dependent Children have been included in the total estimate of 4,500 persons not now in the labor force but who could need assistance in preparing for and seeking employment. The estimated 3,750 adults on AFDC represent 44.1 percent of the estimated 8,500 adults on AFDC in the SMSA. Based upon recent federal studies of the employability of welfare recipients, particularly in New England, it is felt that this could be a reasonable estimate for the SMSA subject to a future revision based upon contemplated local studies with the Department of Public Welfare.

8. Characteristics of the Individuals Other Than the Disadvantaged in the Universe of Need

Many individuals in need of manpower-related services are non-disadvantaged. They are white, between 22 and 44 years of age, having had a high school education, and not handicapped. A number in this group are also nonpoor.

The salient characteristics of the nondisadvantaged of the SMSA in the universe of need can perhaps be best understood, it is felt, by classifying them into the following groups:

The Vietnam War veteran.

The worker with obsolescent skills.

The underemployed worker.

The Vietnam War Veteran. An average of about 300 unemployment claims are currently on file each month under the category of unemployment compensation for ex-servicemen (UCX), of which Vietnam War veterans comprise the major portion. It is estimated that during FY'72 there will be about 1,800 newly discharged Vietnam War veterans in the SMSA needing assistance. Although a very high priority of attention is given to this group, it is expected that job opportunities at best will be limited during FY'72. Many Vietnam War veterans will have need of special manpower-related services, and, in a number of cases, training programs in order to be job-ready in the current labor market.

The Worker with Obsolescent Skills. A large number of nondisadvantaged and nonpoor persons, as well as the disadvantaged, have been affected by the closing of plants in the area. Many of these persons have found their skills have become obsolescent, confronting them with a need to train for new occupations. There are a number of well-trained, moderately well-educated, capable workers who have previously commanded good wages in this group, who now need to train for a different occupation because of changing industrial patterns.

The Underemployed Worker. A large number of workers in the area are in jobs which do not make full or adequate utilization of their capabilities, and who could greatly profit from an upgrading of their skills through further training and continuing education. In addition to the rewards in increased income, a greater degree of worker satisfaction would benefit both the employer and the employee.

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9. Barriers to the Employment of the Disadvantaged

Some of the major barriers in the SMSA employment of the disadvantaged, which are currently receiving attention, include the following:

Racial tensions, aggravated by a high jobless rate, persist in the area. As in the case elsewhere in the nation, particularly in the urbanized areas with a heavy racial and ethnic mix, tensions are running high in the public schools, ghetto neighborhoods, prisons, and on construction jobs. The city of Springfield, in particular, and the SMSA in general, cannot escape the problem. The action of various community leaders in seeking to establish a human relations program in the public schools is to be commended. The Model Cities agencies of the area are actively involved in seeking to facilitate the entrance of minorities into the building trades unions. The pioneering efforts of nearby University of Massachusetts on behalf of minority groups have been helpful to date and hopeful in outcome.

Alcoholism and Drug-Dependency. An estimated 17,000 alcoholics and 4,000 drug-dependent persons in the area are encountering numerous employment-related problems. Alcoholism affects the employment-pattern of many males (and a growing proportion of females) in their 30's, 40's, and 50's. Drug dependency is beginning to affect many in their late teens and early 20's. Employment counselors report almost unsurmountable difficulties in attempting to place youthful drug users on jobs in the area. The Greater Springfield Council of Churches has been actively involved in seeking to bring together groups, agencies, and interested individuals, including A.A. members concerned with the problem. The Connecticut Valley Health Planning Council is in the midst of compiling a comprehensive plan for drug rehabilitation programs in Western Massachusetts. The new careers program under the Springfield Concentrated Employment Program (CEP) is drafting a pilot proposal to seek out, counsel, and rehabilitate drug addicts. Several programs of limited scope are in existence in the area.

Working with the Hard-Core. Various practical problems exist, which are understood better now, in the attempts to counsel, train, and bring long-term welfare recipients into the active labor force. Long-term welfare recipients, particularly those in second-and third-generation welfare families, whose lives are neither ordered by the alarm clock nor the concept of promptness, constitute a challenge to manpower agencies. Progress in making welfare recipients job-ready has been reported by Work Incentive (WIN) team members in cooperation with Employment Service personnel from the D.E.S., Concentrated Employment Program (CEP) staff, Neighborhood Youth Corps leaders, and others. Job opportunities are being provided by local firms in cooperation with such groups as the Job Opportunities in the Business Sector (JOBS) program under the National Alliance of Businessmen (NAB) and the Department of Labor, and other groups. Industrial leaders who have given personal attention to disadvantaged workers, going to their homes when they do not show up for work, have often been well rewarded for their efforts by job faithfulness and dependability within a very short period.

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Day Care Facilities. Some progress has been made by community agencies in meeting a small part of the estimated need for day-care facilities for 1,500 to 2,000 pre-school children of mothers who would be willing to be attached to the labor force, many of whom are on AFDC and disadvantaged.

Prisoners and Parollees. Manpower training slots are currently being sought for prisoners in the House of Correction, for whom no program has recently existed. Also, the manpower needs of some 300 parollees in the area, who have encountered unusual difficulty in finding employment, are under study.

Personal Problems. A wide range of personal problems serve as employment barriers to many, including the disadvantaged. These problems include physical, emotional, and mental health problems, lack of motivation, and discouragement. Emotional problems often arise from abrupt unexpected situations, such as, plant closings, sudden lay-offs, rejection from Selective Service, induction into the services, readjustment to civilian life, change of occupations, change of residence, family crises, accidental injuries, and a persisting physical or mental handicap. Many of the difficulties can be obviated or lessened by seeking appropriate counseling, including vocational, educational, and employment counseling. Employment-related problems should be brought to the attention of appropriate manpower agencies, including Employment Service of Division of Employment Security.

A forward step in meeting manpower needs and coordinating services in the area has been made through the establishment of the Springfield Cooperative Area Manpower Planning System (CAMPS).

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TABLE A

Plan of Service Manpower Data Summary
Springfield-Chicopee-Holyoke, Massachusetts SMSA

Base Period Used FY 1970 For Fiscal Year 1972

Item	Number of Individuals		
	SMSA	Springfield Model Cities	Holyoke Model Cities
1. Total Civilian Population (as of 1970) 1/	528,453	26,000	4,500
a. Age Distribution:			
16 thru 21 years	39,600	1,700	430
22 thru 44 years	153,250	8,400	1,780
45 years and over	161,200	6,800	820
b. Members of Minority--Total	36,150	16,000	2,200
16 years and over	21,700	9,600	1,210
2. Total Civilian Work Force (12 month average for year FY 1970)	223,300	11,000	1,840
a. Employed, Total (12 month average)	211,600	10,300	1,620
(1) Nonfarm Wage and Salary Workers	178,400	9,500	1,580
b. Unemployed (12 month average)	11,700	800	220
(1) Unemployment Rate 2/	5.3	7.2	12.0
3. Universe of Need for Manpower Services for Fiscal Year Ending 1972 (From Table 1) (Number of different individuals in Year)	87,900	8,600	1,830
a. Poor	28,000	3,500	540
(1) Disadvantaged	20,600	3,200	490
(2) Other Poor	7,400	300	50
b. Non-Poor	59,900	5,100	1,290
(1) Near Poverty	18,700	1,950	540
(2) All other Nonpoor	41,200	3,200	750
4. Unemployed & Underutilized Disadvantaged by Category (12 month average) from Table 1	20,600	3,200	490
a. Unemployed	2,500	200	60
b. Underutilized	18,100	3,000	430
(1) Employed part-time for economic reasons	1,300	150	30
(2) Employed full-time, but with family income at or below poverty level	12,300	1,300	80
(3) Not in labor force but should be	4,500	1,550	320
5. Welfare Recipients (Adults)	8,500	2,500	500
6. Estimated School Dropouts (Forecast period)	800	200	100
7. Estimated Number of Vietnam War Veterans Needing Manpower Services (Forecast period)	1,200	100	-

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1/ Preliminary 1970 Census Data

2/ Not to be confused with calendar year 1970, for which period the unemployment rate was 6.3 percent.

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Table 1

Universe of Need for Manpower Services
Fiscal Year 19 72

Springfield-Chicopee-Holyoke, Mass. SMSA   Base Period Used FY 1970

Item	Number of Individuals	
	Base Period FY 1970	Planning Assumptions 1/ for FY 1972
	I	II
1. Total Universe of Need for Manpower Services (Number of different individuals in year)	72,300	87,900
a. Poor	23,000	28,000
(1) Disadvantaged	16,900	20,600
(2) Other Poor	6,100	7,400
b. Nonpoor	49,300	59,900
(1) Near-Poverty	15,400	18,700
(2) All other Nonpoor	33,900	41,200
2. Unemployed and Underutilized Disadvantaged, Total	16,900	20,600
a. Unemployed	2,000	2,500
b. Underutilized	14,900	18,100
(1) Employed part-time for economic reasons	1,100	1,300
(2) Employed full-time but with family income at or below poverty level	10,100	12,300
(3) Not in labor force but should be	3,700	4,500

1/ Based upon current unemployment rate of approximately 7 percent (November, 1970, 6.8 percent; December, 1970, 6.9 percent). Should the unemployment rate for FY '72 be less than (or exceed) 7 percent, an adjustment can be made. An average jobless rate of 6.5 percent, for example, would mean a universe of need of approximately 84,000, and an average jobless rate of 6.0 percent would mean a universe of need of approximately 79,000, other factors remaining constant.

Table 1-a

Universe of Need for Manpower Services
Fiscal Year 19 72

Springfield, Mass. Model Cities   Base Period Used FY 1970

Item	Number of Individuals	
	Base Period FY 1970	Planning Assumptions for FY 1972
	I	II
1. Total Universe of Need for Manpower Services (Number of different individuals in year)	7,100	8,600
a. Poor	2,850	3,500
(1) Disadvantaged	2,600	3,200
(2) Other Poor	250	300
b. Nonpoor	4,200	5,100
(1) Near-Poverty	1,600	1,950
(2) All other Nonpoor	2,600	3,200
2. Unemployed and Underutilized Disadvantaged, Total	2,600	3,200
a. Unemployed	150	200
b. Underutilized	2,450	3,000
(1) Employed part-time for economic reasons	100	150
(2) Employed full-time but with family income at or below poverty level	1,050	1,300
(3) Not in labor force but should be	1,300	1,550

Source: Based upon population data derived from the U.S. Census, 1960 and 1970, and from the Springfield City Planning Department.

Table 1-b

Universe of Need for Manpower Services
Fiscal Year 19 72

Holyoke, Massachusetts — Base Period Used FY 1970

Model Cities

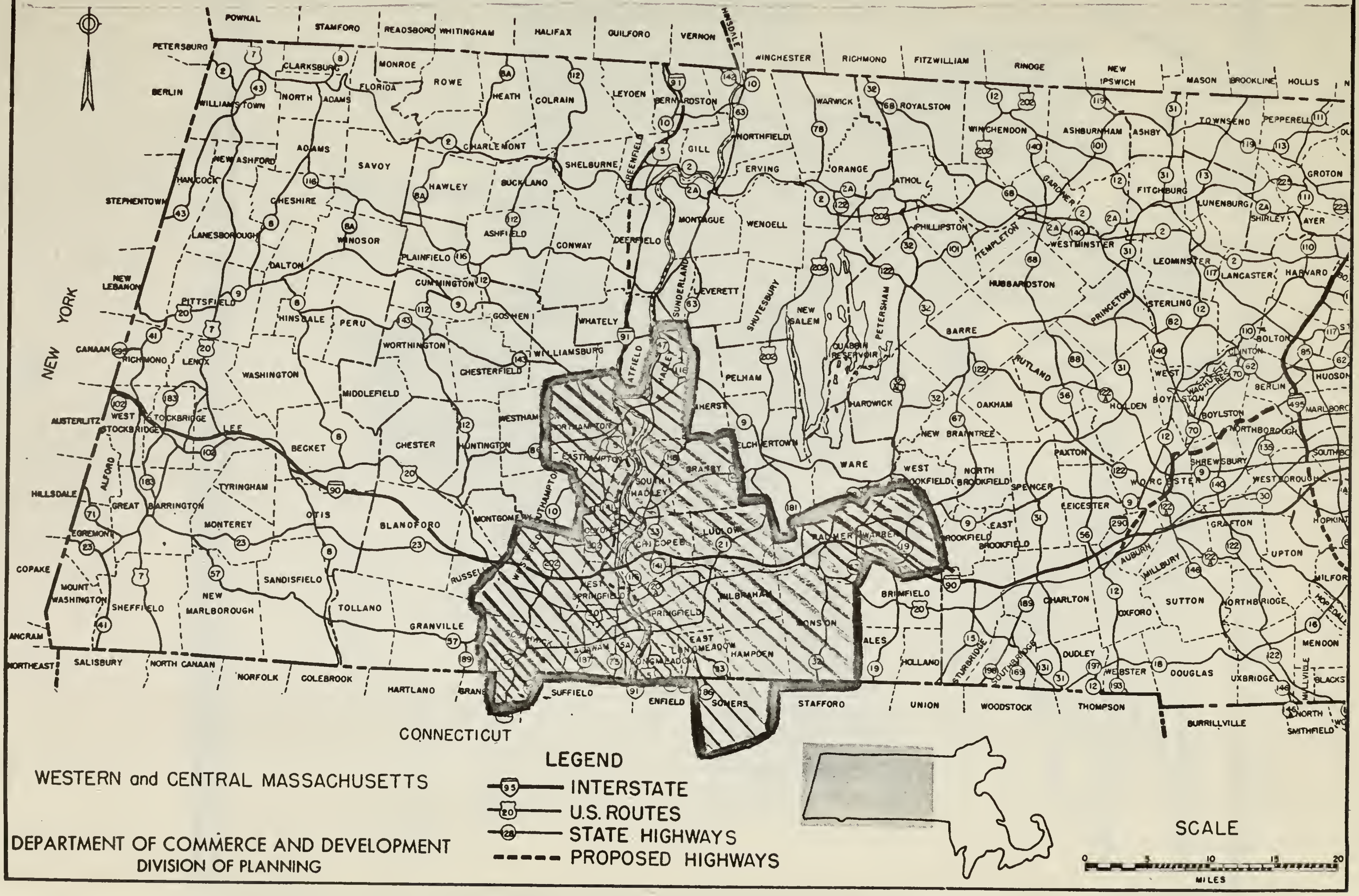
	Number of Individuals	
	Base Period FY 1970	Planning Assumptions for FY 19 72
	I	II
1. Total Universe of Need for Manpower Services (Number of different individuals in year)	1,500	1,830
a. Poor	440	540
(1) Disadvantaged	400	490
(2) Other Poor	40	50
b. Nonpoor	1,060	1,290
(1) Near-Poverty	440	540
(2) All other Nonpoor	620	750
2. Unemployed and Underutilized Disadvantaged, Total	400	490
a. Unemployed	50	60
b. Underutilized	350	430
(1) Employed part-time for economic reasons	20	30
(2) Employed full-time but with family income at or below poverty level	40	80*
(3) Not in labor force but should be	290	320*

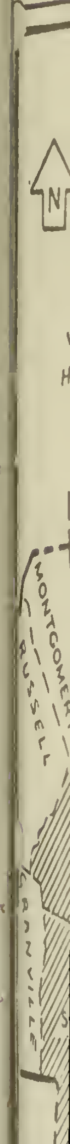
* Adjusted

Source: Based upon population data derived from the U.S. Census, 1960 and 1970, and from the Holyoke City Planning Department.

SPRINGFIELD-CHICOPEE-HOLYOKE, MASSACHUSETTS SMSA
FEATURING 1960 U.S. CENSUS DEFINITION (OUTLINED AREA)

SPRINGFIELD-CHICOPEE-HOLYOKE, MASSACHUSETTS SMSA
FEATURING 1960 U.S. CENSUS DEFINITION (OUTLINED AREA)
GRANBY, HAMPDEN, SOUTHWICK & SOMERS CONN., ADDED 10-18-63

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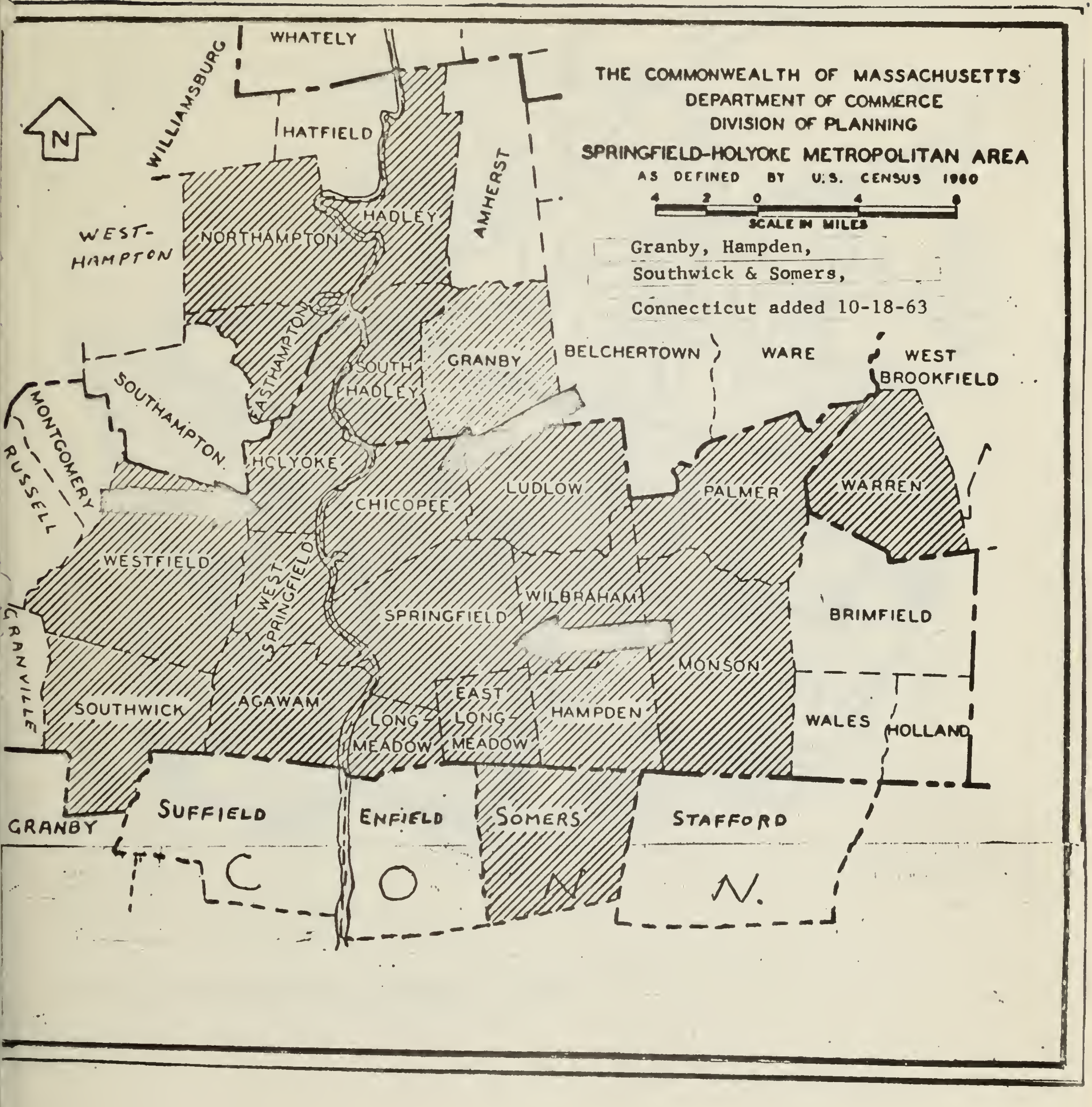
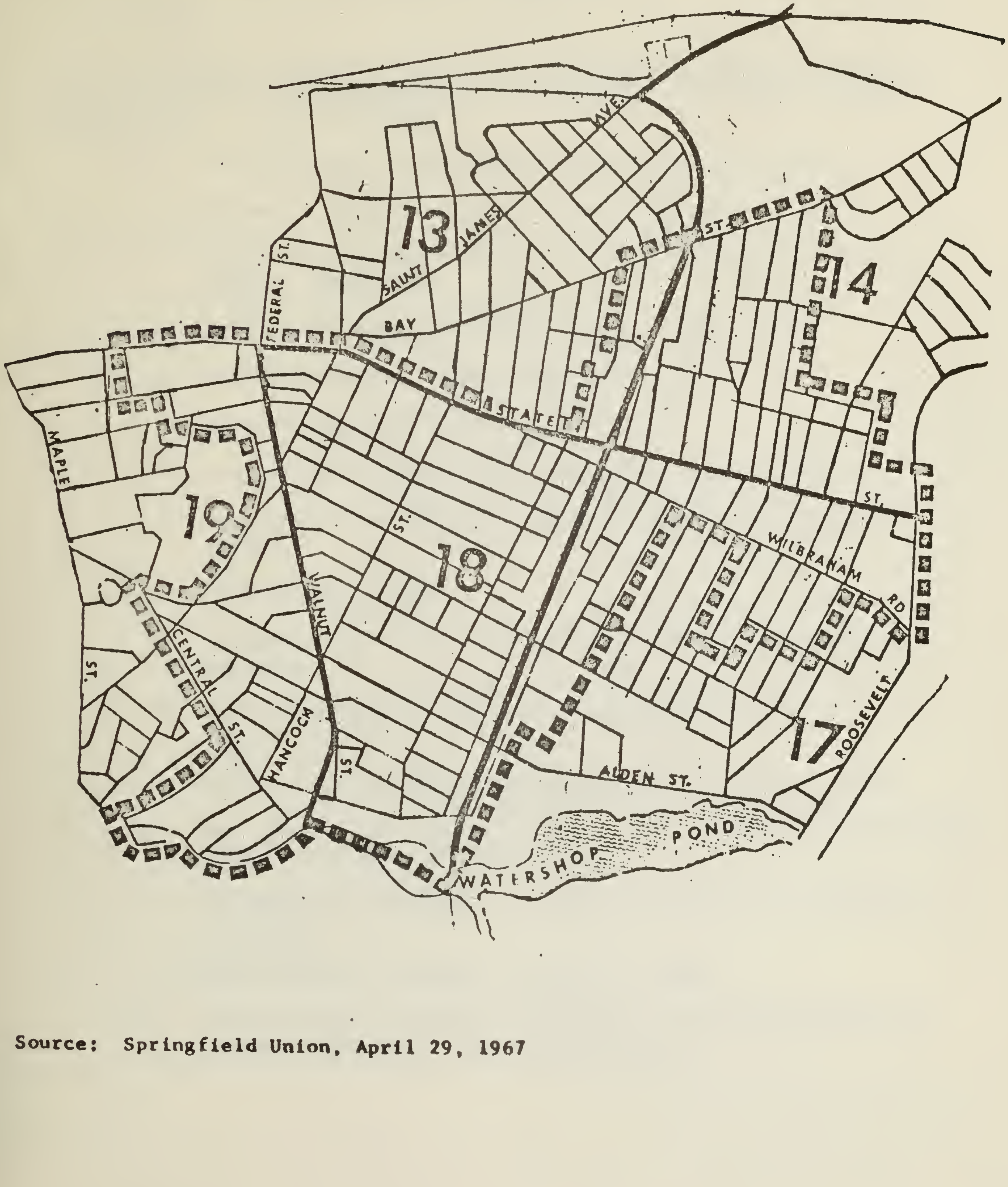


THE COMMONWEALTH OF MASSACHUSETTS
DEPARTMENT OF COMMERCE
DIVISION OF PLANNING
SPRINGFIELD-HOLYOKE METROPOLITAN AREA
AS DEFINED BY U.S. CENSUS 1960

Granby, Hampden,
Southwick & Somers,
Connecticut added 10-18-63

Target Area for Model Cities Project

SPRINGFIELD, MASSACHUSETTS



Source: Springfield Union, April 29, 1967

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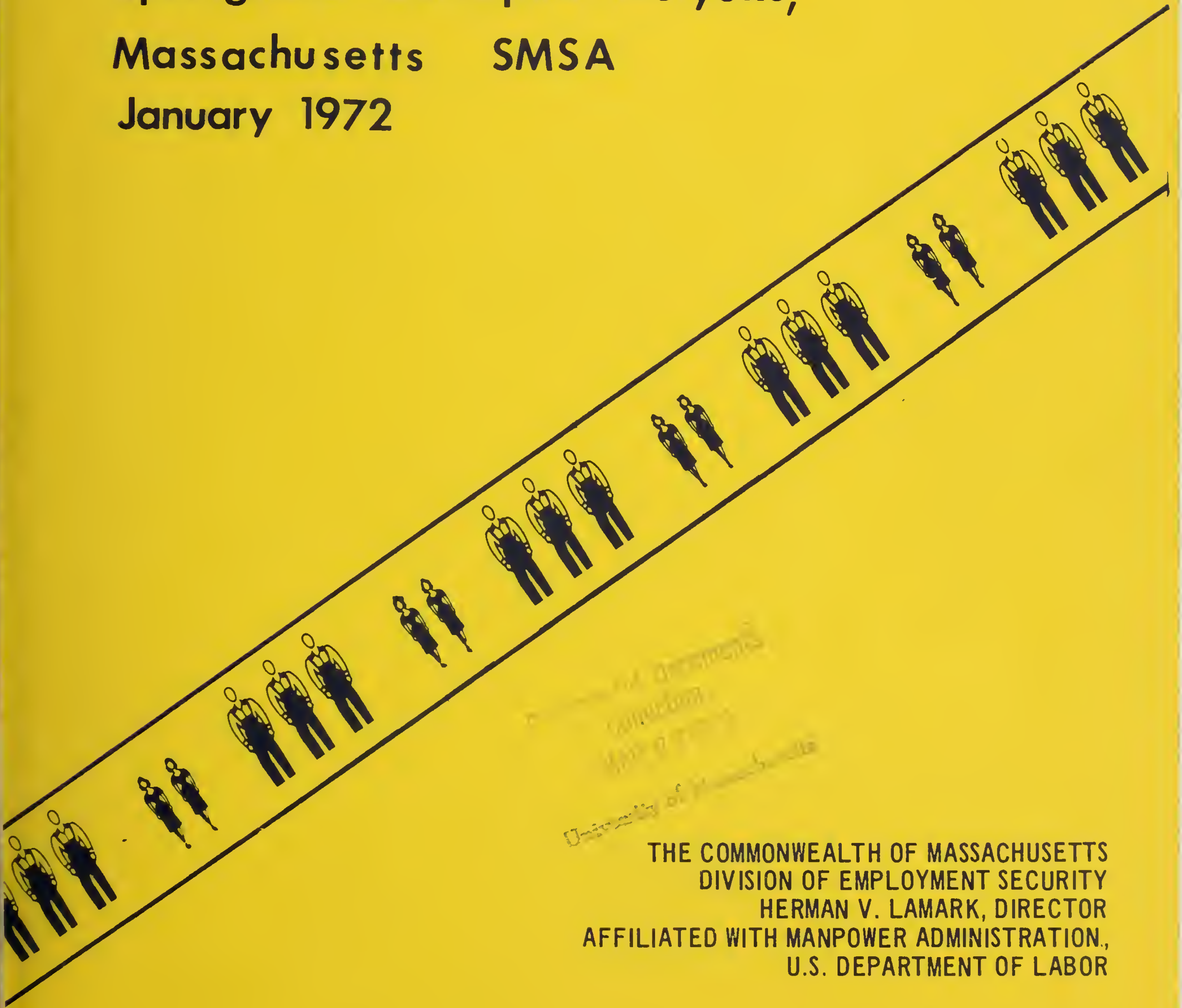
ANNUAL MANPOWER PLANNING REPORT

Springfield - Chicopee - Holyoke,
Massachusetts SMSA
January 1972



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THE COMMONWEALTH OF MASSACHUSETTS
DIVISION OF EMPLOYMENT SECURITY
HERMAN V. LAMARK, DIRECTOR
AFFILIATED WITH MANPOWER ADMINISTRATION.,
U.S. DEPARTMENT OF LABOR

ANNUAL MANPOWER PLANNING REPORT

SPRINGFIELD-CHICOPEE-HOLYOKE, MASSACHUSETTS AND CONNECTICUT
STANDARD METROPOLITAN STATISTICAL AREA

JANUARY 1972

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1. Highlights and Conclusions

The Springfield-Chicopee-Holyoke Standard Metropolitan Statistical Area, of approximately 530,000 residents and a civilian work force of 223,900, is characterized by a large college-age population, a rapidly increasing minority population, and rapidly growing suburbs which more than offset heavy inner city losses. A projected cumulative growth rate of 0.7 of a percentage point per year will add 38,000 residents within the current SMSA boundaries by 1980.

A steady long-term growth trend in employment took place between 1960 and 1969, particularly in nonmanufacturing, but heavy job losses have occurred during the current recession which will extend throughout fiscal year 1972, while an anticipated upswing in the economy will bring a net gain of 2,800 new jobs to the SMSA during fiscal year 1973.

An estimated annual labor demand of 9,000 net openings can be anticipated during fiscal years 1973,1974, and 1975. Of the projected 9,000 net job openings per year, at least 2,600 can be attributed to net growth, with the remainder consisting of vacancies occasioned by deaths and retirements.

Unemployment, estimated at 8.5 percent for fiscal year 1972, is expected to drop to 8.1 percent during fiscal year 1973. The SMSA will need a net gain of 1,500 jobs per year to keep pace with population growth, plus an additional 12,300 jobs in order to bring the local economy to the state of health it enjoyed in 1969 when the unemployment rate was 4.6 percent.

For purposes of planning manpower services, it has been projected that 100,600 persons of the SMSA will be in the Universe of Need. In a descending order of priority, the Universe of Need will consist of 20,500 disadvantaged persons, 6,270 other poor persons, 22,300 near poor and 51,500 nonpoor. The 20,500 disadvantaged will include 3,330 hard-core unemployed, 1,150 part-time workers, 11,650 full-time workers whose family income is at or below the poverty level, and 4,400 persons not in the labor force but who should be.

The 20,500 disadvantaged persons, include 6,650 nonwhites and 5,400 Puerto Ricans. About 11,300 disadvantaged persons are either under 22 years of age or 45 years or over. An estimated 16,450 or 80 percent lack a high school education; 4,100 are handicapped.

The 80,100 nondisadvantaged persons are predominantly white (95.4 percent), largely workers between 22 and 44 years of age (50.1 percent) and older workers (35.0 percent), with a moderately large proportion of high school graduates (60 percent), some handicapped persons (7.0 percent) and a sizeable proportion of "Vietnam Era" veterans (18.0 percent).

Serious barriers to the employment of the disadvantaged include racial discrimination, some alcoholism, some drug addiction, criminal records, lack of day-care facilities, and emotional problems affecting motivation.

2. Definition of Area

a. Location and Geographical Features. Information will be provided in this section on the municipalities which comprise the SMSA, the municipalities which border it, the land area, and geographical features. The Springfield-Chicopee-Holyoke SMSA is the second largest of the ten Standard Metropolitan Statistical Areas of the Commonwealth of Massachusetts. The SMSA is defined in general as"that area surrounding a commercial-industrial center which is so economically, politically, and socially integrated that is presents itself as a unified area."

1. Cities and Towns. The SMSA is comprised of five cities and fifteen towns. The five cities are Springfield, Chicopee, Holyoke, Westfield, all located in Hampden County, and Westfield, located in Hampshire County. The fifteen towns are Agawam, East Longmeadow, Hampden, Longmeadow, Ludlow, Monson, Palmer, Southwick, West Springfield, and Wilbraham, all in Hampden County; Easthampton, Granby, Hadley, and South Hadley, in Hampshire County; Warren in Worcester County; all in Massachusetts; and Somers in Tolland County, Connecticut. In 1960, the SMSA consisted of five cities and eleven towns, to which the U.S. Bureau of the Budget in 1963 added the towns of Granby, Hampden, and Southwick, in Massachusetts and Somers, Connecticut.

2. Boundaries. The Springfield-Chicopee-Holyoke SMSA is bordered in Massachusetts on the northeast by Amherst, Belchertown, and Ware in Hampshire County; on the northwest by Southampton, Westhampton, Williamsburg, and Hatfield also in Hampshire County; on the southwest by Granville, Russell, and Montgomery in Hampden County; and on the southeast by Brookfield and West Brookfield in Worcester County and Brimfield and Wales in Hampden County. In Connecticut, the SMSA is bordered on the southeast by Stafford and Ellington in Tolland County; on the south by Colebrook in Litchfield County, and by Hartland, Granby, Suffield and Enfield in Hartford County.

3. Land Area. The Springfield-Chicopee-Holyoke SMSA has 534 square miles of land area, based on the geographical boundaries determined by the U.S. Bureau of Budget in 1963. Among the five cities of the SMSA, Westfield has the largest land area, with 46.85 square miles.

4. Other Geographical Features. The area has several mountain ranges of which the most famous are Mt. Tom and the Berkshire Hills. The SMSA has a very large river basin, known as Lower Pioneer Valley enclosed on both sides by scenic mountains, constituting an important natural resource area of the state. The Connecticut River, the largest in New England, flows through the heart of the SMSA from North to South, while two of the largest tributaries, the Chicopee and Westfield Rivers, flow through the Eastern and Western sections of the SMSA. In addition the area has a number of reservoirs, lakes, and ponds, and is generally considered as having a moderately high "undeveloped tourism potential."

b. Economic Development and Outlook

The analysis of the economic development and outlook for the area, as presented in this section, will include a consideration of various important factors, including long-term trends in the hard goods sector, in the soft goods sector, in the nonmanufacturing sector, as well as a consideration of special factors affecting economic conditions in the Springfield-Chicopee-Holyoke SMSA.

1. Manufacturing. The SMSA experienced a sharp decline in manufacturing employment betwen 1961 and 1971, with a net loss of 8,900 factory jobs, representing a decline of 12.7 percent. Manufacturing employment in the state during the same period declined 11.8 percent. Although manufacturing losses were heavy for the 10-year period, mixed trends were to be noted in both the durable and nondurable goods sectors. The SMSA has a few rapid-growth manufacturing industries which have partially offset the sharply declining manufacturing industries. In this planning report, a manufacturing industry is considered as rapidly growing if the employment has registered at least a net gain of 30 percent or more in ten years, and rapidly declining if the employment has registered a net loss of 30 percent or more in ten years. In nonmanufacturing, a 25 percent net gain or loss can be considered highly significant because of the number of persons involved. The information given here is based upon a detailed analysis of DES records on special industries. November is considered a representative month whenever annual averages are not readily available. The possibility should always be borne in mind that changes in the Standard Industrial Classification (SIC) Code of one or more firms may in isolated cases affect employment-change totals in a particular industry. Individual firms do not necessarily conform to the prevailing pattern for an industry.

2. Durable Goods. The area has experienced a sharp decline in employment in the hard goods sector during the past ten years, in each of the major durable goods industries except ordnance and fabricated metals. Approximately 4,300 jobs have been lost during the ten-year period 1961-1971 in the following specific (3-digit) industries in the hard goods sector: rolling and finishing mills, nonferrous foundries, nonelectrical heating and plumbing, metal stamping, office equipment, household appliances, and the manufacture of wooden containers, household furniture, and aircraft parts. Partially offsetting these declining industries are a number of specific (3-digit) industries in the hard goods sector, including in addition to ordnance, the iron

and steel foundries, cutlery firms, miscellaneous jobbers in nonelectrical machinery, the manufacture of industrial appliances, the production of raw wood materials, millwork shops, the manufacture of concrete, gypsum plaster products, abrasive products, and scientific instruments. These rapidly-growing industries had a net gain of over 2,200 jobs in the area. Reinforcement of some of these growing industries could help to strengthen the industrial-economic base of the SMSA.

3. Nondurable Goods. The SMSA has also experienced a sharp decline in employment in the soft goods sector during the past ten years in each of the major nondurable goods industries except paper and allied products and printing and publishing. Roughly 8,300 jobs have been lost during the ten-year period 1961-1971 in the following specific (3-digit) industries in the soft goods sector: bakeries and confectionary establishments, broadwoven textile fabrics, knitting mills, millinery firms, miscellaneous paper mills, and the publishing of periodicals and books. Partially offsetting these declines are a number of specific (3-digit) industries in the soft goods sector, including meat processing firms, paperboard mills, the manufacture of industrial chemicals, fabricated rubber products, and miscellaneous. These firms have accounted for more than 3,000 new jobs in the area. Although much of the gain in miscellaneous manufacturing (SIC 399) can be attributed to changes in SIC codes, it is probably in this general segment of the manufacturing economy that the greatest employment gains have not only taken place but the greatest potential also exists. Strong employment gains have taken place in the manufacture of toys, amusement, sporting and athletic goods, and certain specialty products.

4. Nonmanufacturing. Solid growth has taken place between 1961 and 1971 in all of the major industries in nonmanufacturing, resulting in an increase of 24,800 jobs representing a net gain of 24.2 percent. An analysis of specific (2-digit) industries in nonmanufacturing reveals very rapid growth during the ten-year period 1961-1971 in the following industries: inter-urban and intra-urban transit, air transportation, general transportation services, wholesale trade, general merchandise stores, automotive establishments, eating and drinking places, banking, credit agencies, security exchanges and services, miscellaneous business services, recreation resorts, medical and other health services, and legal services. A total of 12,700 jobs have been added to the area because of these industries. In addition, many jobs have been added in noncovered employment, including

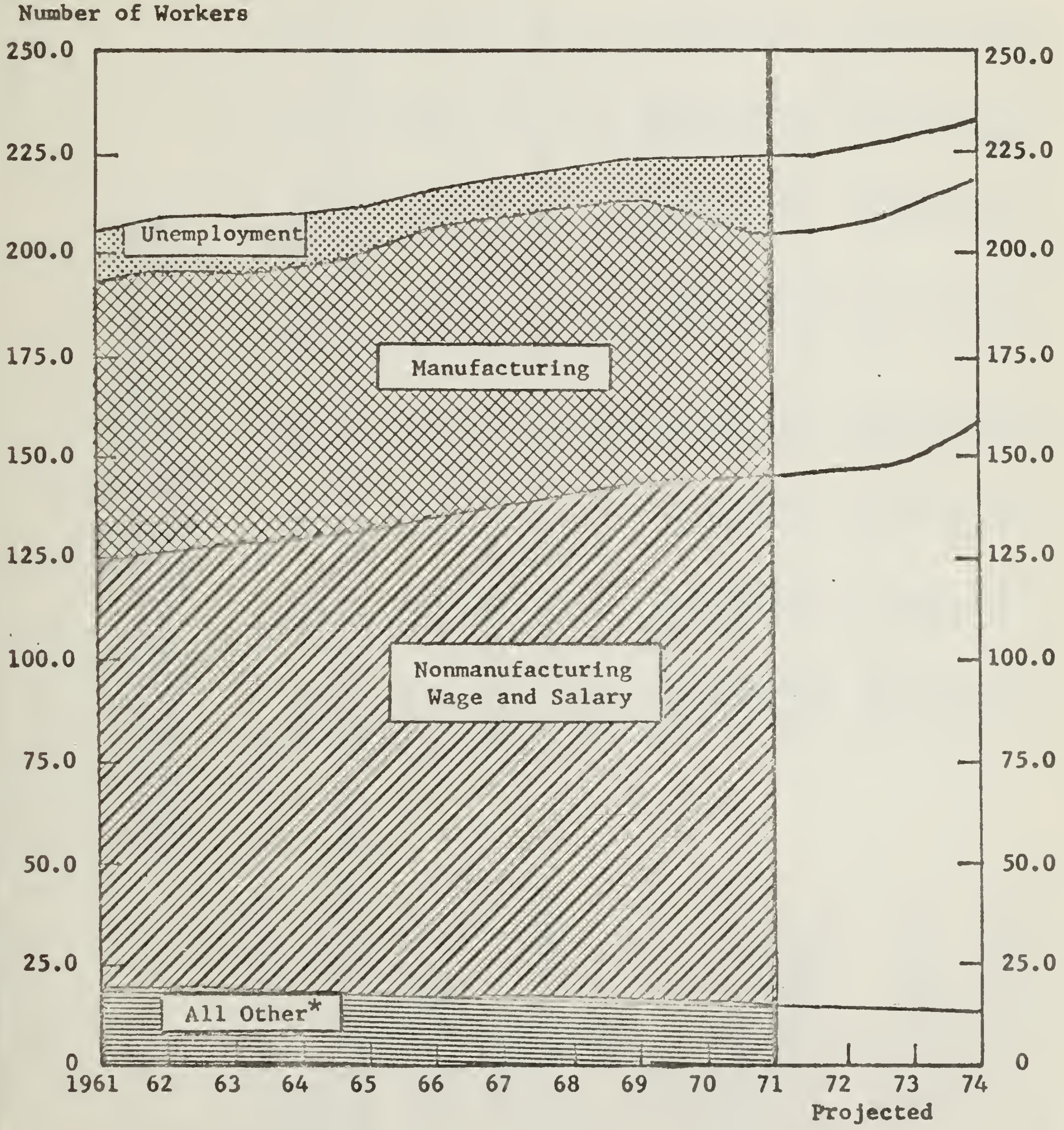
the private hospitals, the growing private institutions of higher education and the state colleges and universities.

5. Impact of Amherst. Although not as yet a part of the SMSA, Amherst, Massachusetts is considered to be a vital factor in the economy of the SMSA. The population of Amherst increased from 13,718 in 1960 to 26,331 in 1970, resulting in a gain of 12,613 persons or a net increase of 91.9 percent, making it one of the fast-growing municipalities of the Commonwealth. In 1970, nearly one-half of the population (46.7 percent) was 16-21 years of age, while 14,091 or 53.5 percent fell within the general university-age range of 17-24 years. The community has three institutions of higher learning, namely, University of Massachusetts, Amherst College, and the recently incorporated Hampshire College. Because of announced expansion plans, local officials already are discussing the prospects of setting a ceiling of 25,000 undergraduate students to be enrolled in the three colleges. In addition to the impact of student-faculty purchasing power, an accelerated amount of construction activity has been projected. The University of Massachusetts is one of the largest employers in Western Massachusetts.

6. Impact of Connecticut Industries. An estimated 14,000 residents of the Springfield-Chicopee-Holyoke SMSA commuted to jobs in Connecticut in 1969, of which approximately 9,000 were employed in the aircraft industry, 2,000 had jobs in related and other types of manufacturing, and 3,000 were employed in nonmanufacturing occupations, according to the best available estimates. Since 1969, the number of commuters from the SMSA employed in aircraft has been reduced to about 7,000 due to defense-related cutbacks.

7. Impact of In-Commuters. An estimated 5,000 persons not living in the Springfield-Chicopee-Holyoke SMSA work in the SMSA, in-commuting from the more than 30 outlying towns in both Massachusetts and Connecticut, largely the former, which have very few local industries to sustain their populations.

Work Force Trends
Springfield-Chicopee-Holyoke, Mass.,-Conn. SMSA
(in 000's)



* Self-employed, Unpaid Family Workers, Private Workers in Private Households, Agricultural Workers

Table 1

Springfield-Chicopee-Holyoke, Massachusetts SMSA
Civilian Work Force Annual Average - 1961 to 1971
(in 000's)

Item	1961	1962	1963	1964	1965	1966	1967	1968	1969	1970	1971
Civilian Work Force	206.9	209.5	209.6	211.3	213.0	217.6	219.6	221.8	223.8	223.9	223.9
Unemployment	13.8	14.1	14.7	13.3	11.3	9.4	10.0	10.2	10.2	14.1	19.0
Percent of Work Force	6.7	6.7	7.0	6.3	5.3	4.3	4.6	4.6	4.6	6.3	8.5
Employment - Total	193.1	195.2	194.0	198.0	201.4	208.2	209.1	210.9	213.4	209.4	204.4
Nonagricultural Wage & Salary#	172.4	175.3	174.7	178.4	182.5	189.9	191.5*	193.8	196.7	193.0	188.3
Manufacturing - Total	70.0	70.0	67.6	68.8	70.8	74.7	74.0	73.0	71.7	66.4	61.1
Durable Goods	28.2	28.9	29.0	29.3	30.1	32.8	32.8	31.7	31.2	28.1	24.1
Ordnance	1.6	1.6	1.6	1.7	1.9	2.2	2.8	3.7	3.7	2.9	2.4
Primary Metals	3.8	3.9	3.7	3.5	3.8	4.2	4.2	4.0	4.0	3.5	2.6
Fabricated Metals	5.1	5.2	5.3	5.5	5.6	6.1	6.2	6.0	6.0	5.8	5.3
Nonelectrical Machinery	8.3	8.7	8.6	8.4	8.4	8.6	8.1	7.8	7.8	7.4	6.3
Electrical Machinery	3.5	3.3	3.7	3.9	4.0	5.3	4.8	3.8	3.0	2.6	2.3
All Other Durable Goods	5.9	6.2	6.2	6.3	6.4	6.4	6.7	6.4	6.7	5.9	5.2
Nondurable Goods	41.8	41.1	38.6	39.5	40.7	41.9	41.2*	41.3	40.5*	38.3	37.0
Food and Kindred Products	3.2	3.2	3.1	2.8	3.0	2.6	2.6	2.6	2.7	2.7	2.8
Textile Mill Products	4.3	3.9	3.5	3.2	3.3	3.3	3.3	3.1	2.8	2.0	1.7
Apparel Products	4.7	4.7	4.7	4.6	4.4	4.5	4.4	4.5	4.1	3.9	3.7
Paper and Allied Products	7.8	8.0	8.0	8.3	8.6	8.7	9.0	8.6	8.5	8.3	8.1
Printing and Publishing	5.7	5.8	5.8	6.0	6.2	6.6	6.5	6.5	6.2	6.1	5.8
All Other Nondurable Goods	16.1	15.5	13.5	14.6	15.2	16.2	15.5	16.0	16.1	15.3	14.9

Page 2 of 2

Table 1

Springfield-Chicopee-Holyoke, Massachusetts SMSA
Civilian Work Force Annual Average - 1961 to 1971
(in 000's)

Item	1961	1962	1963	1964	1965	1966	1967	1968	1969	1970	1971
Nonmanufacturing - Total	102.4	105.3	107.1	109.6	111.7	115.2	117.6	120.8	125.0	126.6	127.2
Contract Construction	5.7	5.6	6.0	7.0	6.6	6.9	7.2	7.5	7.7	7.5	7.8
Tran., Comm., and Utilities	8.4	8.4	8.1	8.0	8.4	8.4	8.3	8.1	8.7	8.8	8.8
Wholesale and Retail Trade	33.0	33.7	34.8	35.1	35.1	36.7	37.8	39.2	40.3	40.3	39.6
Fin.,Ins., and Real Estate	8.4	8.7	8.6	8.6	8.6	8.5	8.9	9.1	9.4	9.6	9.5
Services, Misc., and Mining	25.9	26.1	26.7	27.5	29.0	30.1	30.8	32.7	34.2	34.8	35.5
Government	21.0	22.8	22.9	23.4	24.0	24.6	24.6	24.2	24.7	25.6	26.0
All Other Nonagric. Employment 1/	18.5	17.8	17.2	17.4	16.7	16.1	15.4	15.0	14.8	14.5	14.2
Agriculture	2.2	2.1	2.1	2.2	2.2	2.2	2.2	2.1	1.9	1.9	1.9
Persons Involved in Labor Disputes	0	0.2	0.9	0	0.3	0	0.5	0.7	0.2	0.4	0.5

Source: BLS Current Employment Series
1/ Nonagricultural Self Employed, Unpaid Family Workers, and Domestic Workers in Private Households
* Does not add due to rounding

c. Population and Labor Force Characteristics and Trends

1. Population. The population of the cities and towns of the Springfield-Chicopee-Holyoke SMSA during 1960 and 1970 will be found at the end of this section. The SMSA registered a modest net gain in population of 25,923 residents between 1960 and 1970 or 7.3 percent, but below the 10.5 percent population gain registered for the state during the same period. Three of the cities of the SMSA experienced a net population loss during the ten-year period, namely, Springfield (-6.1 percent), Holyoke (-4.9 percent), and Northampton (-1.3 percent), while two of the cities experienced a population gain, namely, Westfield (+19.5 percent) and Chicopee (+8.3 percent). All of the towns of the SMSA registered a net population gain between 1960 and 1970, with the highest percentage gains in Hampden, Massachusettts (+95.0 percent) and Somers, Connecticut (+86.2 percent).

2. Age Distribution. The age distribution of the Springfield-Chicopee-Holyoke SMSA is shown in the table below. The SMSA has a large proportion of single males aged 22-44 migrating to the area to work here. The proportion of males aged 22-44 outnumbers the proportion of females aged 22-44 in each of the cities of the SMSA and also in the town of West Springfield. The proportion of females aged 16-21 is high because of student enrollment at Smith College, Mt. Holyoke College, and certain other schools in the area.

Distribution of Population by Age and Sex
Springfield-Chicopee-Holyoke, Massachusetts* SMSA
1970

Age Group	Number			Number		
	Total	Sex		Total	Sex	
		Male	Female		Male	Female
All Ages	523,029*	249,171*	273,858*	100.0	100.0	100.0
0-15	153,281	78,192	75,089	29.3	31.4	27.4
16-21	57,908	26,032	31,876	11.1	10.4	11.6
22-44	139,407	68,199	71,208	26.6	27.4	26.0
45-64	114,979	54,609	60,370	22.0	21.9	22.1
65 and over	57,454	22,139	35,315	11.0	8.9	12.9

Source: U.S. Census
* Data given for only that part of SMSA in Massachusetts

The SMSA has a large proportion of both sexes aged 16-21 years (11.1 percent) compared to the state (10.6 percent) due to a sizeable college and university enrollment. The proportion aged 16-21 is especially high in the Springfield Model Cities Neighborhood Area, due in part to American International College and Springfield Technical College, located in the vicinity.

3. Racial Distribution. The nonwhite population of the SMSA increased from 15,455 in 1960 to 25,893 in 1970, representing a net increase of 67.5 percent. For the state as a whole, the nonwhite population increased 68.7 percent during the same period. The residential pattern by racial identity can be called one of De Facto segregation, resembling that of various other moderate-sized SMSA's in the U.S., with the nonwhites heavily concentrated in inner city neighborhoods. Of the total of 25,893 nonwhites in the SMSA in 1970, a total of 21,387 or 82.6 percent were living in the city of Springfield, 1,558 or 6.0 percent in the city of Chicopee, and 1,254 or 4.8 percent in the city of Holyoke. Of the total nonwhite population of the SMSA, 10,496 or 40.5 percent were living in the Springfield Model Cities Neighborhood Area and 420 or 1.6 percent in the Holyoke Model Cities Neighborhood Area.

   Nonwhites in the Springfield-Chicopee-Holyoke SMSA comprise 4.9 percent of the total population, representing the second highest concentration of nonwhites among the SMSA's of the state, trailing just slightly behind the Boston SMSA in which nonwhites comprise 5.1 percent of the population. In the state as a whole, nonwhites comprise 3.7 percent of the population.

   Nonwhites in the city of Springfield comprise 13.0 percent of the population, compared to 18.1 percent in the city of Boston, 8.9 percent in the city of Cambridge, 4.3 percent in the city of New Bedford, 2.8 percent in the city of Medford, 2.3 percent in the city of Chicopee, and 2.3 percent in the city of Worcester.

4. Minority Group Distribution. An estimated total of 38,500 minority group persons are living in the SMSA, of which 12,500 are Puerto Ricans who would be normally classified as white. The following estimates are being used for the distribution of Puerto Ricans in the area. Most of the Puerto Ricans in the city of Springfield are in the North End (Brightwood) area.

Estimated Puerto Rican Population
Springfield-Chicopee-Holyoke, Mass.-Conn. SMSA
1971

TOTAL	12,500
City of Springfield	6,700
City of Holyoke	3,800
City of Chicopee	750
City of Westfield	750
City of Northampton	300
Balance of SMSA	200
Springfield Model Cities Area	(300)
Holyoke Model Cities Area	(2,200)

5. Civilian Work Force. Labor force data (a U.S. Census concept defined in terms of place of residence) were not available from the census tapes at the time the Annual Manpower Planning Report was being prepared, but work force data (a Department of Labor concept defined in terms of place of employment) are shown in the table, and the chart at the end of this section.

The local economy has experienced mixed trends during the past ten years, with alternating periods of growth and decline. Annual growth in employment from 1964 to 1969 (+1.6 percent) was in excess of the estimated annual rate of population gain (+0.6 percent) for the SMSA.

The recession left its toll on the area during 1970-1971, with employment declining at a 1.9 percent annual rate during 1970 and at a 2.6 percent annual rate during 1971, while 3,900 were added to the ranks of the jobless in 1970 and an additional 4,900 were added to the unemployment rolls during 1971.

The work force chart found at the end of this section, which indicates employment, unemployment, and work force trends for the SMSA should be compared with the chart at the end of the section on unemployment which outlines unemployment trends for the SMSA, the state, and the nation, in order to help visualize both the slowness with which recovery came to the SMSA following the 1961 recession and the seriousness of the 1970-1971 recession from which the area is just beginning to show at least a few signs of slow recovery.

6. General Work Force/Labor Force Characteristics. For the purposes of Manpower Planning, the following generalized estimates are provided (subject to revision and modification) when inquiries are received concerning the Springfield-Chicopee-Holyoke SMSA:

   a. Sex Distribution. The current civilian work force of the SMSA (223,900) is composed of an estimated 134,300 males and 89,600 females.

   b. Racial/Ethnic Disbribution. The current civilian work force of the SMSA is comprised of an estimated 15,300 minority group persons and 208,600 nonminority group persons. Of the 15,300 minority group persons in the work force, 10,400 are nonwhite and 4,900, Puerto Rican.

   c. Participation Rates. The civilian work force represents roughly 42 percent of the total population or 60 percent of the persons 16 years of age and over. Approximately 77.5 percent of the males aged 16 years and over and 44.5 percent of the females aged 16 years and over are in the civilian work force.

   d. Size of Labor Force/Work Force by Municipality. The following estimates are currently used for the size of the labor force/work force for the cities of the SMSA, awaiting final census data:

Labor Force
As a Proportion of the Total Population
1970

Location	Total Population 1970	Labor Force 1970	Percent of Population
SMSA	529,922	223,900	42.3
City of Springfield	163,905	68,000	41.5
City of Chicopee	66,676	25,600	38.4
City of Holyoke	50,112	20,300	40.5
City of Northampton	29,664	12,000	40.5
City of Westfield	31,433	13,100	41.7
Remainder of SMSA	188,132	84,900	45.1

Source: U.S. Census

e. Employment by Industry and Sex. Very little information is available, but generally speaking, female employment in the SMSA comprises about 80 percent of the apparel industry, 60 percent of electrical machinery, 60 percent of leather manufacturing, roughly 55 percent of finance, insurance, real estate, 55 percent of the service industries, 45 percent of government employment and 45 percent of wholesale and retail trade in the area. About 55 percent of all jobs in "miscellaneous other nondurables" are filled by women. About one-third of the jobs in printing and publishing are filled by women. In most other industries of the area, female employment is low.

f. Employment by Industry and Race. No information is available.

g. Unemployment by Sex. Information is available only for persons covered by state unemployment insurance. During 1971, an average of 9,886 continued claims for unemployment were reported for the monthly survey weeks, of which an average of 4,011 or 40.6 percent represented females.

h. Unemployment by Race. No specific rates are available, but pertinent information will be found in the last section of this report.

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Table 2

Distribution of Population in the Springfield-Chicopee, Holyoke, Mass. - Conn. SMSA by Municipality Comparison of 1970 and 1960

Municipality	Population		Change	
	1970	1960	Number	Percent
Total	529,922	493,999	+35,923	+ 7.3
Agawam	21,717	15,718	+ 5,999	+38.2
Chicopee *	66,676	61,553	+ 5,123	+ 8.3
E. Longmeadow	13,029	10,294	+ 2,735	+26.6
Easthampton	13,012	12,326	+ 686	+ 5.6
Granby	5,473	4,221	+ 1,252	+29.7
Hadley	3,750	3,099	+ 651	+21.0
Hampden	4,572	2,345	+ 2,227	+95.0
Holyoke *	50,112	52,689	- 2,577	- 4.9
Longmeadow	15,630	10,565	+ 5,065	+47.9
Ludlow	17,580	13,805	+ 3,775	+27.3
Monson	7,355	6,712	+ 643	+ 9.6
Northampton *	29,664	30,058	- 394	- 1.3
Palmer	11,680	10,358	+ 1,322	+12.8
Somers, Conn.	6,893	3,702	+ 3,191	+86.2
S. Hadley	17,033	14,956	+ 2,077	+13.9
Southwick	6,330	5,139	+ 1,191	+23.2
Springfield *	163,905	174,463	-10,558	- 6.1
Warren	3,633	3,383	+ 250	+ 7.4
W. Springfield	28,461	24,924	+ 3,537	+14.2
Westfield *	31,433	26,302	+ 5,131	+19.5
Wilbraham	11,984	7,387	+ 4,597	+62.2
Springfield Model Cities	(16,524)	(INA)	(INA)	(INA)
Holyoke Model Cities	(4,666)	(5,791)	(-1,125)	(- 19.4)

* Cities

Source: U. S. Census

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Table 3

Nonwhite Distribution of Population by Municipality
Springfield-Chicopee-Holyoke, Mass., Conn., SMSA
1970 Compared to 1960

Municipality	Nonwhite Population		Total Population		Percent Nonwhite	
	1970	1960	1970	1960	1970	1960
Total	25,893	15,455	529,922	493,999	4.9	3.1
Agawam	79	25	21,717	15,718	0.4	0.2
Chicopee	1,558	844	66,676	61,553	2.3	1.4
E. Longmeadow	48	55	13,029	10,294	0.4	0.5
Easthampton	29	11	13,012	12,326	0.2	0.1
Granby	34	11	5,473	4,221	0.6	0.3
Hadley	0	0	3,750	3,099	0	0
Hampden	8	0	4,572	2,345	0.2	0
Holyoke	1,254	325	50,112	52,689	2.5	0.6
Longmeadow	88	43	15,630	10,565	0.6	0.4
Ludlow	48	49	17,580	13,805	0.3	0.4
Monson	67	59	7,355	6,712	0.9	0.9
Northampton	304	141	29,664	30,058	1.0	0.5
Palmer	48	53	11,680	10,358	0.4	0.5
Somers, Conn.	399	262	6,893	3,702	5.8	7.1
S. Hadley	121	28	17,033	14,956	0.7	0.2
Southwick	24	27	6,330	5,139	0.4	0.5
Springfield	21,387	13,361	163,905	174,463	13.0	7.7
Warren	21	7	3,633	3,383	0.6	0.2
W. Springfield	176	83	28,461	24,924	0.6	0.3
Westfield	164	60	31,433	26,302	0.5	0.2
Wilbraham	36	11	11,984	7,387	0.3	0.1
Springfield Model Cities	(10,496)	INA	(16,524)	INA	63.5	INA
Holyoke Model Cities	(420)	(130)	(4,666)	(5,791)	9.0	2.2

Source: U. S. Census

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3. Employment Developments and Outlook by Industry

The Springfield-Chicopee-Holyoke SMSA experienced an encouraging growth trend in its work force between 1961 and 1969, with an increase of 16,900 in its work force, or an average of 2,100 additional workers per year for the eight-year period. During the eight year period, unemployment declined by 3,600 persons, or an average of 450 per year. Total employment increased by 20,300 workers, or an average of 2,500 per year. Manufacturing increased by 1,700 workers, or an average of 210 per year. The hard goods sector increased by 3,000 jobs, or an average of 365 per year, although the soft goods sector decreased by 1,300 or an average decline of 165 per year. The nonmanufacturing sector increased by 2,600, or an average of 325 per year.

The effects of the recession of 1970 and its aftermath come to light when one compares the work force statistics of 1969 with those of 1971. The work force increased by only 100 persons, in spite of the fact that the SMSA had an estimated population gain of 7,400 for the same two-year period. Total employment decreased by 9,000 during the two-year period, but it should have increased by 3,000 to have taken care of the additional persons who should have been in the labor force because of the population gain. In reality, 12,300 jobs should have been added to the local economy to keep it in the same healthy state as it was in 1969. Unemployment increased by 8,800 jobless persons during the two-year period, highlighting some of the seriousness of the local economic situation.

Employment projections for fiscal 1973 will indicate a normal growth year for the local economy, with an estimated 1,900 added to the work force between fiscal year 1972 and fiscal year 1973 along with a net increase of 2,600 jobs. Such projections are predicated on the assumption that the nation's economy will experience a vigorous upturn by fiscal year 1973. Although fiscal year 1973 promises to be substantially better than fiscal year 1972, the question should be asked, what can be done about the estimated 12,300-job-deficit incurred by the recession?

Employment projections by industry for fiscal year 1973 are given in the paragraphs that follow, for the purpose of providing assistance in manpower planning to meet specifically projected needs. Although the projected 2,600 net increase in jobs will seem very encouraging to manpower leaders of the area, it is to be hoped that nothing will detract from the basic need to bring new firms into the SMSA as well as revitalize the old firms that are here in the hopes of replacing many or most, if not all, of the jobs lost in the SMSA during the recession.

Ordnance

Employment in the remaining ordnance firms of the SMSA is expected to hold moderately steady, with only minor anticipated losses in the phasing out of the Vietnam conflict. The local ordnance firms anticipate a substantially strong demand from normal peace-time needs and civilian orders in sportsarms.

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Metalworking Industries

Employment in both primary and fabricated metals, having suffered during the past recession, will show a moderate rebound as the nation's economy improves. Net employment gains will be felt in fiscal year 1973 due to increased demand, offsetting losses incurred by increased semi-automation, with an estimated net yield of 400 new jobs.

Nonelectrical Machinery

Modest job gains in nonelectrical machinery (+200) can be anticipated in fiscal year 1973, provided the anticipated vigorous upturn in the nation's economy will be of sufficient strength to encourage manufacturers to re-tool and refurbish their plants as well as invest in new equipment. Historically, the industry has been declining in the area, and will probably do so again after the initial thrust of an economic upturn is over.

Electrical Machinery, Equipment, and Supplies

Electrical machinery, equipment, and supplies can be expected to add about 200 new jobs in fiscal year 1973, after a low level performance in fiscal year 1972 during which an estimated 600 jobs will be lost due to cutbacks in defense-related contracts combined with the threat of competitive foreign imports. There is at least some potential for long-term growth in this industry in the area.

All Other Durables

The employment outlook for the manufacture of transportation equipment, scientific instruments, and other durable goods should be generally favorable for fiscal year 1973, contingent upon an expanding economy, with an anticipated gain of 300 jobs.

Food Manufacturing

Food manufacturing is expected to hold steady in the SMSA, with 100 new jobs to be added during fiscal year 1973, owing to expansion plans of several firms.

Textile Mill Products

Further job losses can be expected in textile manufacturing, with an estimated 300 jobs to be phased out in an historically declining industry. Some of the anticipated loss may be averted if there are no further plant closings or relocations, and if a successful shift can be made to the double knits and other new textile products in current demand.

Apparel

Barring unexpected changes locally and nationally which may affect the situation, employment in the garment shops will remain stable throughout the remainder of fiscal year 1972 and during fiscal year 1973.

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Paper and Allied Products

The paper mills are expected to hold steady during fiscal year 1972, with an estimated 200 jobs added during the economic expansion of fiscal year 1973. Long-term growth in the paper industry will depend upon the ability of the local firms to comply with increasingly stringent anti-pollution regulations. Small firms will find a financial hardship in meeting the tightening anti-pollution requirements, which may result in consolidation. merger, or possible plant closings.

Printing and Publishing

Printing and publishing, with employment holding steady throughout fiscal year 1972, is expected to add up to 300 jobs during fiscal year 1973, contingent upon an anticipated expansion in the total economy. This is one of the long-term growth industries of the area.

All Other Nondurables

Employment is expected to remain steady in the manufacture of chemicals and allied products, rubber and miscellaneous products, leather and leather products, and miscellaneous products througout fiscal year 1972. An estimated 600 jobs will be added for these various nondurables during fiscal year 1973, owing to a strong upward momentum anticipated for the total economy.

Contract Construction

Contract construction, which is expected to hold steady throughout fiscal year 1972 at the same employment levels as for the previous fiscal year, will add an estimated 300 jobs during fiscal year 1973. Residential construction, currently at a high level, will offset a slack in commercial construction following the completion of Bay State West. A number of public buildings are slated for construction during fiscal year 1973.

Transportation, Communications, Utilities

Transportation, communications, and utilities can be expected to add about 200 jobs during fiscal year 1973 due to the projected plans for the international telephone switchboard exhange facility at Springfield.

Wholesale and Retail Trade

Wholesale and retail trade, which registered a minor job decline between fiscal year 1971 and fiscal year 1972, largely attributed to the need for a lower ratio of sales employees to customers in the mammoth self-service stores, can be expected to add about 500 jobs during fiscal year 1973, due to a growing expansion of the SMSA trade area and its outreach.

Finance, Insurance, and Real Estate

An estimated 100 jobs will be added in finance, insurance, and real estate in the SMSA during fiscal year 1973, related to the anticipated expansion of the total economy.

The Service Industries

The service industries, which added a total of 9,600 jobs between 1961 and 1971, can be expected to add about 400 workers during fiscal year 1973. The growing private colleges and universities, as well as the expanding medical and health facilities of the area, all contribute to the expanding industries. Miscellaneous industries under state unemployment insurance, as well as mining are included in the service category, although comprising less than one percent of the employment in this category.

Government

Employment in federal, state,and local government, posting a gain of 5,000 workers between 1961 and 1971, can be expected to add 400 jobs during fiscal year 1973. Job gains can be expected at all levels (federal, state, and local), attributed to the long-term increasing role which the government has in modern society. A gradual shift from funding for federal and state jobs to the establishment of more local government jobs can be anticipated as the new revenue sharing policies gain in acceptance.

Other

A decline can be anticipated during fiscal year 1973 in both the agricultural workers of the SMSA and the self-employed, upaid family workers, and domestic workers in private households. An estimated total decline of about 1,000 workers can be anticipated in these two categories. Since 1961, the number of self-employed, unpaid family workers, and domestic workers in private households has declined an average of 430 workers per year, due in part to the decline in family-operated farms and retail establishments and in part to a decreasing supply of private household employees. Agricultural estimates are being adjusted downward, due to the removal of many acres of shade tobacco farming from production during the past year.

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Table 4

PROJECTIONS OF THE WORK FORCE, UNEMPLOYMENT
and
EMPLOYMENT BY MAJOR INDUSTRY DIVISIONS AND GROUPS

Springfield-Chicopee-Holyoke, Mass.-Conn. SMSA
Fiscal Year 1971 to Fiscal Year 1972

	Employment*			
MAJOR INDUSTRY DIVISIONS AND GROUPS	Fiscal Year Average 1971	Estimated Change From FY 71 to FY 72		Fiscal Year Average 1972
		Amount	Percent	
The Work Force	223.7	+ 0.2	+ 0.1	223.9
Unemployment	17.3	+ 1.7	+ 9.8	19.0
The Rate	7.7	+ 0.8	xx	8.5
Total Employment	206.4	- 1.5	- 0.7	204.9
Nonagricultural Total	189.7	- 1.4	- 0.7	188.3
Manufacturing Total	62.5	- 1.9	- 3.0	60.6
Durable Goods	25.3	- 1.7	- 6.7	23.6
Ordnance	2.5	- 0.1	- 4.0	2.4
Primary metal Industries	2.7	- 0.1	- 3.7	2.6
Fabricated metal products	5.5	- 0.2	- 3.6	5.3
Machinery, except elec.	6.7	- 0.4	- 6.0	6.3
Electrical machinery, equipment and supplies	2.4	- 0.6	-25.0	1.8
All other durables	5.5	- 0.3	- 5.5	5.2
Nondurable Goods	37.2	- 0.2	- 0.5	37.0
Food & kindred products	2.8	0	0	2.8
Textile mill products	1.9	- 0.2	-10.5	1.7
Apparel & related products	3.7	0	0	3.7
Paper & paper products	8.1	0	0	8.1
Printing & Publishing	5.8	0	0	5.8
All other nondurables	14.9	0	0	14.9
Nonmanufacturing - Total	127.2	+ 0.5	+ 0.4	127.7
Contract construction	7.8	0	0	7.8
Trans., Comm., elec., gas, sanitary services	8.9	- 0.1	- 1.1	8.8
Wholesale & retail trade	40.0	- 0.2	- 0.5	39.8
Finance, ins., & real estate	9.6	- 0.1	- 1.0	9.5
Service, misc. & mining	35.2	+ 0.6	+ 1.7	35.8
Government	25.7	+ 0.3	+ 1.2	26.0
Other nonagricultural including agriculture	16.7	- 0.1	- 0.6	16.6

Source: Current Employment Series of U. S. Department of Labor, Bureau of Statistics
Massachusetts Department of Labor and Industries as adjusted to Employment and Wage data of Massachusetts Division of Employment Security

* In thousands of jobs

Table 5

PROJECTIONS OF THE WORK FORCE, UNEMPLOYMENT and EMPLOYMENT BY MAJOR INDUSTRY DIVISIONS AND GROUPS SPRINGFIELD-CHICOPEE-HOLYOKE, MASS.-CONN.-SMSA Fiscal Year 1972 to Fiscal Year 1973

		Employment*		
MAJOR INDUSTRY DIVISIONS AND GROUPS	Fiscal Year Average 1972	Estimated Change From Fy 72 to Fy 73		Fiscal Year Average 1973
		Amount	Percent	
The Work Force	223.9	+ 2.1	+ 0.9	226.0
Unemployment	19.0	- 0.7	- 3.7	18.3
The Rate	8.5	- 0.4	xx	8.1
Total Employment	204.9	+ 2.8	+ 1.4	207.7
Nonagricultural - Total	188.3	+ 3.8	+ 2.0	192.1
Manufacturing - Total	60.6	+ 1.9	+ 3.1	62.5
Durable Goods	23.6	+ 1.0	+ 4.2	24.6
Ordnance	2.4	- 0.1	- 4.2	2.3
Primary metal industries	2.6	+ 0.1	+ 3.8	2.7
Fabricated metal products	5.3	+ 0.3	+ 5.7	5.6
Machinery, exc. electrical	6.3	+ 0.2	+ 3.2	6.5
Elec. machinery, equip. & supplies	1.8	+ 0.2	+11.1	2.0
All other durables	5.2	+ 0.3	+ 5.8	5.5
Nondurable Goods	37.0	+ 0.9	+ 2.4	37.9
Food and kindred products	2.8	+ 0.1	+ 3.6	2.9
Textile mill products	1.7	- 0.3	-17.6	1.4
Apparel and related products	3.7	0	0	3.7
Paper & paper products	8.1	+ 0.2	+ 2.5	8.3
Printing and publishing	5.8	+ 0.3	+ 5.2	6.1
All other nondurables	14.9	+ 0.6	+ 4.0	15.5
Nonmanufacturing - Total	127.7	+ 1.9	+ 1.5	129.6
Contract construction	7.8	+ 0.3	+ 3.8	8.1
Transportation, Communications, electric, gas, sanitary services	8.8	+ 0.2	+ 2.3	9.0
Wholesale & retail trade	39.8	+ 0.5	+ 1.3	40.3
Finance, insurance, and real estate	9.5	+ 0.1	+ 1.1	9.6
Services, miscellaneous, & mining	35.8	+ 0.4	+ 1.1	36.2
Government	26.0	+ 0.4	+ 1.5	26.4
Other nonagricultural including agriculture	16.6	- 1.0	- 6.0	15.6

Source: Current Employment Series of U. S. Department of Labor, Bureau of Statistics
Massachusetts Department of Labor and Industries as adjusted to Employment and Wage data of Massachusetts Division of Employment Security

* In thousands of jobs

4. Employment Developments and Outlook by Occupation

Projections of annual occupational needs in the SMSA 1973-1975 have been made to serve as guidelines to assist in planning Manpower Training Programs in the area.

Occupational Projections

Occupational projections for the Springfield-Chicopee-Holyoke SMSA have been derived from a study conducted by the Occupational Research Department, Massachusetts Division of Employment Security, in cooperation with the U.S. Department of Labor, entitled "Massachusetts Manpower Requirements to 1975," in which are found occupational projections by occupation and industry for 1960, 1968, and 1975.

Assumptions

The occupational projections for the State as well as the SMSA are based upon the following assumptions:

1. In the target year 1975 the nation is expected to enjoy peacetime conditions similar to those of the years prior to the Vietnam War buildup. This is principal among the assumptions.

2. No major event such as prolonged depression of the type of the early 1930's will occur to alter substantially the rate and nature of economic growth. (The economic recession of 1970, with its continuing effects into the early part of calendar year 1972, is not considered sufficiently serious to lead to any major modification of the occupational projections, but a few minor modifications, such as will be pointed out in the text, may be deemed advisable.)

3. Scientific and technological advances of recent years are expected to continue at about the same rate of change.

4. Economic and social patterns and relationships will continue to change about the same rate as in the recent past.

5. Based upon the assumption that U.S. involvement in the Vietnam conflict will have been over for some time by 1975, it is assumed that defense expenditures will level off at about the 1955-1965 rate.

6. In practically all industries national export-import trends are expected to maintain the same approximate balance as prevailed between 1947 and 1968.

7. A national unemployment rate of 3.0 percent was assumed at the time the 1968-1975 occupational projections were made. During 1968, the national unemployment rate averaged 3.6 percent. The projection of a national unemployment rate of 3.0 percent for 1975 was based upon labor data prior to the 1970-1972 economic recession, assuming a reduction of 0.6 of a percentage point in the rate between 1968 and 1975, or an average reduction of nearly 0.1 of a percentage point per year.

The 1970-1972 recession resulted in an increase of 2.4 percentage points in the national unemployment rate between 1968 and 1970. Because the nation's economy is expected to experience a strong rebound prior to 1975, leading to heavy occupational demands in both the state and the SMSA, the projections contained in this chapter may be low.

Annual Occupational Needs of the SMSA

The Springfield-Chicopee-Holyoke SMSA is expected to have an annual net demand for 8,984 workers to replace the vacancies caused by deaths and retirement as well as to provide for projected industrial growth. Of the net annual demand for 8,984 workers, 6,343 or 70.6 percent will be due to deaths and retirement, and 2,641 or 29.4 percent will be due to projected industrial growth. If the projected gains in occupational demand due to industrial growth should be slightly lower than indicated for fiscal year 1973, they may be expected to exceed the estimate for fiscal year 1974. The projections are given for the purpose of programming long-range manpower training.

The Springfield-Chicopee-Holyoke net annual average demand for 8,984 workers represents about 8.7 percent of the total estimated net demand for workers in the state. The projected occupational demands for the Springfield-Chicopee-Holyoke SMSA have been based upon the overall assumption that the occupational mix of the SMSA is somewhat similar to that of the State. Because a relatively large proportion of the work force of the SMSA is engaged in manufacturing, in comparison with the State, the occupational needs for operatives may be slightly underestimated while the occupational needs, for professional, technical, and kindred may be just slightly overestimated.

The projected annual net occupational demand for the Springfield-Chicopee-Holyoke SMSA, including the estimate of openings due to deaths and retirement as well as the openings due to projected industrial growth, will be found at the end of the section.

Professional, Technical, and Kindred

An estimated annual net demand will exist for 2,279 professional, technical, and kindred workers, of which 960 openings will be due to deaths and retirements and 1,319 openings will be due to projected industrial growth. The projected growth demand for 224 engineers and 193 teachers may not be fully

realized until during fiscal year 1974. During 1971, there was a serious oversupply in both occupations. Although the estimated need for teachers is being revised downward across the nation, the demand is expected to remain higher in the Springfield-Chicopee-Holyoke SMSA because of the growing schools and colleges in Hampden and Hampshire counties. About one-fourth of all jobs open in the SMSA are expected to be in the professional-technical-kindred category.

Managers, Officials, Proprietors

A moderate annual net demand is expected to exist for 564 managers, officials, and proprietors, of which 368 openings will be due to deaths and retirement and 196 will be due to projected industrial growth. Openings for managers, officials, and proprietors are expected to comprise 6.3 percent of all job openings.

Clerical Workers

An estimated net annual demand will exist for 2,311 clerical workers of which 1,619 openings will be due to deaths and retirement and 692 will be due to projected industrial growth. Clerical openings will comprise over 25 percent of all openings in the SMSA. The ratio of replacement openings to new growth openings is about three to one.

Sales Workers

A moderate but steady annual net demand will exist for sales workers, of which 496 openings will be due to deaths and retirement and 170 will be due to projected industrial growth. Replacement openings will outnumber new growth jobs by three to one. Sales positions will comprise about 7.4 percent of all job openings.

Craftsmen, Foremen, and Kindred

An estimated annual net demand will exist for 830 craftsmen, foremen, and kindred workers, of which 526 openings will be due to deaths and 304 will be due to projected industrial growth. The net demand for craftsmen, foremen and kindred workers will constitute about 9.2 percent of all job openings.

Operatives

An estimated annual net demand will exist for 801 operatives. An annual total of 1,316 deaths and retirements are expected to occur, while 515 jobs are expected to disappear due to technological change and lowered demand. The net annual demand for 801 operatives is expected to comprise about 8.9 percent of all job openings.

Private Household Workers

A relatively low annual net demand has been projected for private household workers in the SMSA. The estimated annual loss of 101 private household workers by death and retirement will be partially offset by the attrition of 64 jobs due to changing patterns of living.

Service Workers

An estimated annual net demand will exist for 1,427 service workers, of which 791 openings will be due to deaths and retirement and 636 will be due to projected industrial growth. The growth in the service occupations of the SMSA will be felt largely in health-service activities and in the area's expanding colleges and universities. Approximately 5.9 percent of all job openings of the SMSA will be in the service occupations.

Laborers

A relatively low annual net demand is expected to exist for the various types of laborers in the SMSA. The estimated annual loss of 166 laborers by death and retirement will be partially offset by the disappearance of 69 jobs due to mechanization and other changing conditions, leaving an estimated net annual need of 69 laborers. Because of large cutbacks in agriculture during the past year, particularly in tobacco farming, the projected need for laborers may be less than indicated.

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Table 6

Projected Annual Labor Demand by Occupation
Springfield-Chicopee-Holyoke, Mass.-Conn. SMSA
1973-1975

Occupational Category	Projected Annual Labor Demand		
	Net Demand	Due To Projected Growth	Due To Deaths And Retirement
TOTAL	8,984	2,641	6,343
Professional, Technical, Kindred	2,279	1,319	960
Engineers, Technical	274	224	50
Natural Scientists	44	35	9
Technicians, Except Medical, Dental	250	212	38
Medical, Other Health Workers	458	176	282
Teachers*	464	193	271
Social Scientists	11	8	3
Other Professional, Technical, Kindred	778	471	307
Managers, Officials, Proprietors	564	196	368
Managers, Officials, Proprietors	564	196	368
Clerical Workers	2,311	692	1,619
Stenographers, Typists, Secretaries	745	232	513
Office Machine Operators	137	74	63
Other Clerical, Kindred Workers	1,429	386	1,043
Sales Workers	666	170	496
Sales Workers	666	170	496
Craftsmen, Foreman, and Kindred	830	304	526
Construction Craftsmen	237	77	160
Foremen	- 20	- 3	- 17
Metalworking Crafts Except Mechanics	0	- 94	94
Printing Trades Craftsmen	29	0	29
Transport and Public Utilities Craftsmen	53	43	10
Mechanics and Repairmen	330	179	151
Other Craftsmen and Kindred	201	102	99
Operatives	801	- 515	1,316
Drivers and Deliverymen	196	99	97
Transportation and Public Utility Operatives	1	- 4	5
Semiskilled Metalworking Occupations	28	- 148	176
Semiskilled Textile Occupations	99	- 91	190
Other Operatives and Kindred	477	- 371	848

Table 6

Projected Annual Labor Demand by Occupation
Springfield-Chicopee-Holyoke, Mass.-Conn. SMSA
1973-1975
(Continued)

	Projected Annual Labor Demand		
Occupational Category	Net Demand	Due To Projected Growth	Due To Deaths And Retirement
Private Household Workers	37	- 64	101
Private Household Workers	37	- 64	101
Service Workers	1,427	636	791
Protective Service Workers	124	53	71
Food Service Workers	410	182	228
Other Service Workers	893	401	492
Laborers	69	- 97	166
Laborers, Except Farm and Mine	32	- 88	120
Farm and Mine Workers	37	- 9	46

* See text - page 23

5. Recent Trends in Unemployment

A comparison of the unemployment rates of the Springfield-Chicopee- Holyoke SMSA, the state, and the nation during the past ten years will be found in the table below as well as in the chart at the end of the section.

Annual Average Unemployment Rates for the SMSA,
State, and Nation
1961-1971

Year	Unemployment Rates			Difference in Percentage Points	
	SMSA	Mass.	U.S.	SMSA and Mass.	SMSA and U.S.
Average 1961-1971	5.9	5.1	4.8	+ 0.8	+ 1.1
1961	6.7	5.9	6.7	+ 0.8	0
1962	6.7	5.4	5.5	+ 1.3	+ 1.2
1963	7.0	5.8	5.7	+ 1.2	+ 1.3
1964	6.3	5.7	5.2	+ 0.6	+ 1.1
1965	5.3	4.9	4.5	+ 0.4	+ 0.8
1966	4.3	4.2	3.8	+ 0.1	+ 0.5
1967	4.6	4.0	3.8	+ 0.6	+ 0.8
1968	4.6	4.0	3.6	+ 0.6	+ 1.0
1969	4.6	3.9	3.5	+ 0.7	+ 1.1
1970	6.3	5.3	4.9	+ 1.0	+ 1.4
1971	8.5	7.0	6.0	+ 1.5	+ 2.5

The annual average unemployment rate for the Springfield-Chicopee-Holyoke SMSA from 1961 through 1971 has averaged 5.9 percent, ranging from a low of 4.6 percent during 1967-1969 to a high of 8.5 percent during 1971. During the 11-year period, the unemployment rate averaged 0.8 of a percentage point higher than that of the state and 1.1 percentage points higher than that of the nation. The greatest degree of similarity (+0.1 percentage point) between the employment rates of the SMSA and the state was in 1966, while the greatest difference (+2.3 percentage points) occurred during 1962. The largest degree of similarity between the employment rates of the SMSA and the nation occurred during 1961 when the rates were the same, while the largest difference (2.5 percentage points) occurred during 1971.

On the chart shown on page two things are evident. First, a decided lag was felt in the recovery momentum and its effect on unemployment following the 1961 recession for both the state and the SMSA, particularly the latter, following the recession of 1961. (In the SMSA, many firms had closed or were relocated, while new replacement firms were slow to move into the area). Second, both the state and the SMSA, particularly the latter, over-reacted to the 1970 recession in comparison with the nation.

An examination of the monthly unadjusted unemployment rates for the SMSA, state, and nation for 1971 shows a slight tendency to close the gap between the SMSA and the state, but not between the SMSA and the nation. Any marked reduction in the unemployment rate of the nation is apt to find a delayed response in any similar reduction in the SMSA.

Monthly Unadjusted Unemployment Rates for the SMSA,
State and Nation - 1971

Month	Unemployment Rates			Difference in Percentage Points	
	SMSA	Mass.	U.S.	SMSA and Mass.	SMSA and U.S.
January	8.3	6.5	6.0	+ 1.8	+ 2.3
February	8.7	6.6	5.8	+ 2.1	+ 2.9
March	8.8	6.8	6.0	+ 2.0	+ 2.8
April	8.5	7.1	6.1	+ 1.4	+ 2.4
May	8.8	7.4	6.2	+ 1.4	+ 2.6
June	9.9	7.2	5.6	+ 2.7	+ 4.3
July	9.5	6.9	5.8	+ 2.6	+ 3.7
August	8.5	7.5	6.1	+ 1.0	+ 2.4
September	7.7	7.3	6.0	+ 0.4	+ 1.7
October	7.3	7.3	5.8	0	+ 1.5
November	8.1	6.8	6.0	+ 1.3	+ 2.1
December	8.2	7.2	6.1	+ 1.0	+ 2.1

Based upon an analysis of unemployment benefits by industry as paid through the claims offices of the SMSA during 1971, the following facts are evident:

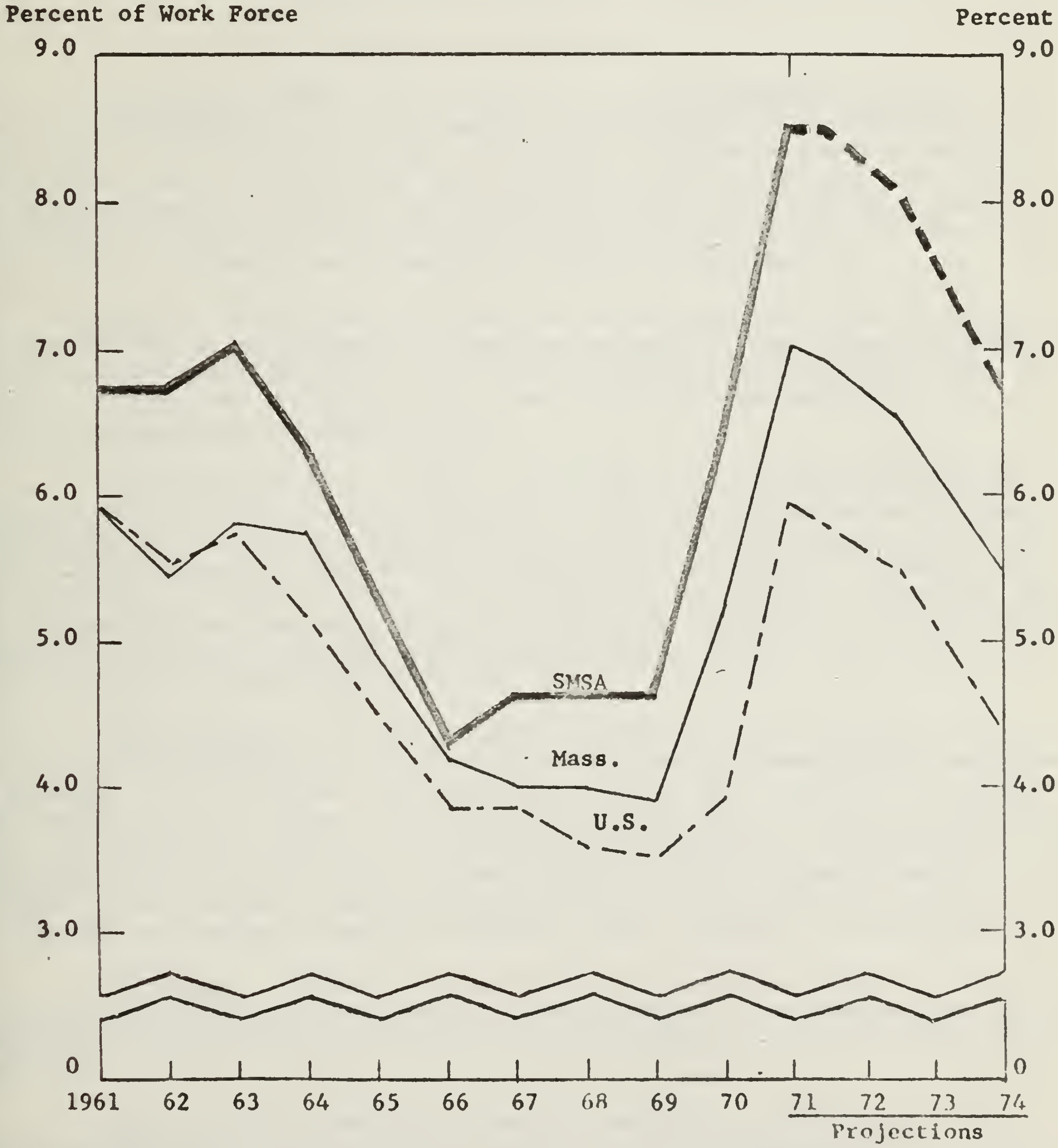
1. Unemployment has been highest in the electrical machinery industry. During 1971, electrical machinery comprised 6.5 percent of all benefits paid at the same time it represented only 1.6 percent of all covered employment, or a percentage ratio of four to one. The industry has had many sharp reverses during the past two years, including cutbacks in defense-related contracts, competition from foreign imports, and the closing of local firms.

2. Unemployment has been disproportionately high in the declining textile mills of the area. During 1971 textiles comprised 2.7 percent of benefits paid at the same time that it represented only 1.2 percent of all covered employment.

3. Unemployment has been expectedly high in contract construction, due to the seasonal nature of the industry. During 1971, contract construction comprised 11.8 percent of all unemployment benefits paid while it represented 5.4 percent of all covered employment.

4. Other industries in the SMSA during 1971 in which unemployment has been high in relation to the average number employed include primary metals and nonelectrical machinery, caused by a large proportion of intermittent layoffs and plant closings in both industries.

Comparison of Unemployment Rates
Springfield-Chicopee-Holyoke, Mass.-Conn. SMSA,
Massachusetts, and the United States



Source: Mass. Division of Employment Security

6. Universe of Need for Manpower Services

The universe of need represents the total number of individuals, including both the unemployed and underutilized, who may have need of employment related assistance through various types of manpower programs throughout the coming fiscal year 1973. The universe of need for the Springfield-Chicopee-Holyoke SMSA has been derived in accordance with the current guidelines prepared by the Manpower Administration of the Department of Labor with respect to the Annual Manpower Planning Report for fiscal year 1973.

Concepts and Definitions

Universe of Need. The universe of need for manpower services represents the sum of: (a) all unemployed persons; (b) persons working part-time (less that 35 hours per week) for economic reasons--slack work, material shortages, repairs to equipment, and inability to find full-time work; (c) persons working full-time, but with earnings which do not raise the family income above the poverty level; and (d) persons who are not in the labor force but should be, assuming the removal of barriers to employment.

Family. This term is defined for census purposes as two or more related persons living together in the same household. The census definition excludes "unrelated individuals"-- that is, persons living alone or living with persons to whom they are not related. Data for unrelated individuals are reported separately by the Census Bureau.

The term "family," as used in the definition of the disadvantaged consists of one or more persons living in a single household who are related to each other by blood, marriage or adoption. All person living in one household who are related to each other are regarded as one family. An individual living alone or in group quarters is also considered a family. Therefore, when using census information as a basis for developing information on the disadvantaged, data for unrelated individuals must be added to those for families to represent this broadened definition of "family."

Disadvantaged. An individual is regarded as disadvantaged if he is a poor person (or member of a poor family) who does not have suitable employment, and is one of the following: (1) a school dropout; (2) a member of a minority; (3) under 22 years of age; (4) 45 years of age or older, or (5) handicapped. In calculating the estimate of the disadvantaged as part of the universe of need for manpower services, data on the number of individuals in poor families are reduced by the estimated number of such persons who are between the ages of 22 and 44, who are not members of minority groups, school dropouts, or handicapped.

Other Poor. Members of poor families (who are or should be in the labor force) who are not designated as disadvantaged. (Note that a poor family may contain some disadvantaged members and some members designated as "other poor.")

Near-poverty. Members of families (who are or should be in the labor force) with incomes above the upper limit identifying poor families but not in excess of the amounts shown in the table under "Near-Poverty."

Other persons in need of employment-related assistance. Unemployed or underutilized persons who are members of families with incomes above the "near-poverty" level, who may require employment-related assistance during the fiscal year.

Calculation of the Universe of Need

Base Period. The base for the calculation of the universe of need for fiscal year 1973 has been FY 1971, for which period there was an average civilian work force of 224,200 with average unemployment of 17,300 yielding an average unemployment rate of 7.7 percent. Because average unemployment is a major component in the universe of need, any marked change in the unemployment rate would seriously affect the universe of need. The universe of need for fiscal year 1971, based upon Department of Labor guidelines, totals 96,170. This universe of need was based in part upon the unemployment rate of 7.7 percent for FY 1971. Since that time, the unemployment rate for SMSA has shown a substantial increase. For calendar year 1971, the unemployment rate has averaged 8.5 percent. It is anticipated that the unemployment rate for fiscal year 1972 will remain approximately the same 8.5 percent because of the increasing number of exhaustees which are more than offsetting the slight reduction in unemployment claims. The unemployment rate is expected to show some reduction (0.4 of a percentage point) for fiscal year 1973, reducing it to an average of 8.1 percent, but a substantial reduction for fiscal year 1974 (down to 7.0 percent) and an even greater reduction for fiscal year 1974 (down to 5.5 percent) under favorable circumstances.

Universe of Need Projected for Fiscal Year 1973. The universe of need for FY 1973 has been projected on the basis of an assumed unemployment rate of 8.1 percent, resulting in an increase in the universe of need from 96,170 to 100,600, or approximately 4.6 percent. If the unemployment of the SMSA for FY 1973 should change substantially from the projected 8.1 percent, an adjustment in the total universe of need could be made.

Components of the Universe of Need

The estimated universe of need for FY 1973 is comprised of 100,600 persons. These 100,600 persons have been classified in two ways in the table at the end of the section, namely, according to the type of need, and according to socio-economic background.

The universe of need, as shown in the table on the Plan of Service Manpower Data Summary, has two broad groupings, namely, the 26,800 poor persons, comprised of the 20,530 disadvantaged and the 6,270 other poor; and the 73,800 non-poor, comprised of the 22,300 near poor and the 51,500 all other non-poor.

Socio Economic Group. The 100,600 persons in the universe of need fall into four socio-economic groups, as follows: 20,530 persons, 20.4 percent of the total, are classified as disadvantaged; 6,270 persons, 6.2 percent of the total, are classified as other poor; 22,300 persons, 22.2 percent of the total, as near poor; and 51,500 persons, 51.2 percent of the total, as non-poor.

Type of Manpower Need. Five specific types of manpower-related needs are shown for the above groups, as follows:

Hard-core unemployed persons, who have been repeatedly unemployed for long periods, are found among the disadvantaged and the other poor.

Part-time workers are found in the universe of need in all groups.

Persons employed full time, with family income at, near, or below the poverty level are found in the universe of need among the disadvantaged. The other poor, and the near poor.

Persons not now in the labor force but who should be are found in all socio-economic groups. This includes many persons who have dropped out of the labor force due to discouragement in obtaining work.

New entrants and reentrants in the labor force although found in all socio-economic groups, are designated in only the near-poor and non-poor categories in this particular analysis.

All other persons needing manpower-related assistance are largely those persons working in occupations and at jobs which are definitely below these workers' potential. These persons are found in the near-poor and non-poor groups.

Disadvantaged Persons

It is estimated that there will be 20,530 *disadvantaged persons* in the universe of need in the Springfield-Chicopee-Holyoke SMSA during fiscal year 1973, representing 20.4 percent of all persons in the universe of need for the SMSA. Each of the 20,530 disadvantaged persons is a member of a family whose income is at or below the poverty level. In addition, each of the 20,530 persons has at least one type of employability disadvantage with respect to: education (lack of a high school diploma), racial-ethnic classification (such as Negro and Puerto Rican), age (under 22 or 45 and over), and handicap (such as an emotional or physical disorder affecting one's employability).

Hard-Core Unemployed. It is estimated there will 3,330 hard-core unemployed disadvantaged persons in the SMSA during fiscal year 1973. These are chronic unemployed persons who seem to be unable to find any type of suitable employment which lasts. They have not been on any one job long enough to build up an employment record. For the most part, they remain totally unemployed day after day, week after week, month after month. Frequently they no longer have the will to work, and lack a marketable labor skill.

Underutilized Disadvantaged Persons. Approximately 17,200 disadvantaged persons will be underutilized during fiscal year 1973 because of part-time employment, poverty level wages, or because they are not in the labor force but should be.

Disadvantaged Persons Employed Part-Time. An estimated 1,150 disadvantaged persons will be employed part-time (less than 35 hours per week) in non-agricultural jobs. The work is part-time because of the state of the local economy with its slack work, cutbacks on contracts, and certain industries (notably apparel) which are known for seasonal layoffs and irregular work weeks. Many of the unskilled and low-skilled occupations of the disadvantaged have

irregular work periods. Such occupations include day labor, private household employment, gardening, custodial work, dishwashing, etc. The Springfield-Chicopee-Holyoke SMSA has a relatively large number of part-time jobs.

Disadvantaged Persons Employed Full-Time, but with Family Income at or below the Poverty Level. An estimated 11,650 disadvantaged persons will be working full-time during fiscal year 1973, but with family income at or below the poverty level. Low wages characterize a number of industries and occupations of the area. The average weekly earnings of production workers in either electrical machinery or apparel (about $90 per week) would not be large enough, for example, to provide support to a family of six above the $5,300 per year poverty level. A number of low-skilled jobs in the area hover near the minimum wage level, and would not provide support to a family of four above the $4,000 -per-year poverty level. The combined impact of low wages, short work weeks, and intermittent layoffs can be expected to keep 11,650 disadvantaged household heads and their families in the poverty level category during fiscal year 1973.

Disadvantaged Persons Not in the Labor Force but Who Should Be. It is estimated that during fiscal year 1973 there will be 4,400 persons not in the labor force but who should be. The large proportion of these disadvantaged persons will be in one of the following categories.

Groups underrepresented in the Labor Force. Groups inderrepresented in the labor force include nonwhite males 16-19 years of age; nonwhite males 20-64; nonwhite females 16-19, and white males 45-54 and 55-64.

Potential WIN Applicants. The persons who are potential applicants for the Work Incentive Program (WIN) are among those not in the labor force but who should be. This group includes the older youths and adults who are welfare recipients under the Aid to Families with Dependent Children (AFDC) program, who are potentially WIN clients.

Migrant Workers. In the Springfield-Chicopee-Holyoke SMSA, a large influx of Puerto Ricans has added significantly to the number of persons not in the labor force but who should be. There has been admittedly a vast undercount in local and U.S. censuses of Puerto Ricans, all of whom are U.S. citizens, and as such, not under alien legislation or immigrant laws.

The Puerto Rican migrant population is highly mobile. Up to 4,000 Puerto Ricans have come into the area in a single year in response to requests for textile, apparel, and other workers by various industrialists. Many of the Puerto Rican families alternate their places of residence from Puerto Rico to New York City, to the Springfield-Chicopee-Holyoke SMSA, to other areas of the U.S. with large Puerto Rican populations,until they settle down in a place of residence and place of employment.

Other Poor

It is estimated that there will be 6,270 other poor persons in the universe of need in the Springfield-Chicopee-Holyoke SMSA during fiscal year 1973. These persons will generally constitute a slightly lower priority for manpower services than the disadvantaged. All of these persons have finished high school, are white, and face no language barrier, are between 22 and 44

years of age, and have no physical or emotional handicap or disorder interfering with normal employment activities.

Other Poor Hard-Core Unemployed. An estimated 220 other poor persons will be in the category of the hard-core unemployed in the universe of need for the Springfield-Chicopee-Holyoke SMSA in fiscal year 1973. This small group of hard-core unemployed faces no employability problem of course, because of age, race, lack of education,-or handicap, but have a wide range of other problems, such as alcoholism, drug-dependency, emotional problems, and anti-social attitudes.

Underutilized Other Poor Persons. Approximately 6,050 other poor persons will be underutilized during fiscal year 1973 because of part-time employment, poverty level wages, or because they are not in the labor force when they should be. The 6,050 underutilized other poor persons can be classified as follows:

Other poor persons employed part-time for economic reasons are expected to number about 560 for fiscal year 1973. Some of these persons are in single member households, earning less than the required $2,000 per year to lift them out of the poverty category. The part-time nature of their employment keeps them in poverty.

Other poor persons employed full-time, but with family income at or below the poverty level are expected to number about 5,350 for fiscal year 1973. In many cases, they are the sole breadwinner of the family. In order for a household head to lift a four-member family out of the poverty level, he would have to earn $4,000 per year. $5,300 per year for a six-member family, and $5,900 per year for a seven-member family.

Other poor persons not now in the labor force but who should be are expected to number about 140 for fiscal year 1973. This estimate is derived from local information only rather than relying upon the universe of need formula as in the case of all of the other estimates. The 140 other poor persons not in the labor force but who should be consists largely of AFDC adults who are white, between 22 and 44 years of age, with no language barrier, who have completed high school, and who have no physical or mental handicap interfering with normal employment opportunity. Local office WIN records show that there are some nondisadvantaged persons on welfare, possibly 10 percent of the total.

Near Poor

It is estimated that there will be 22,300 near-poor persons in the universe of need in the Springfield-Chicopee-Holyoke SMSA during fiscal year 1973, representing 22.2 percent of all persons in the universe of need for the SMSA. Each of the 22,300 near-poor persons is a member of a family whose income is above the poverty level but not sufficiently above to eliminate many of the economic-related manpower problems that affect the poor. A near poor family has up to 25 percent more income than the poor family. The near-poor persons in need of manpower services include the underutilized near-poor, some new entrants and reentrants in the labor force, and a large group of persons who face occasional layoffs.

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Underutilized Near-Poor Persons. Approximately 10,440 near-poor persons will be underutilized during fiscal year 1973 because of part-time employment, near-poverty level wages, or because they are not in the labor force when they should be. Some of these persons may face employment-related problems because of their age (under 22 or 45 years and over), ethnic-/racial identification (Negro or Puerto Rican), lack of a high school education, or a physical or emotional handicap interfering with normal employment opportunities. These persons are not classified in the disadvantaged group because their family income is slightly above the poverty level. The 10,440 underutilized near-poor can be classified as follows:

Near-Poor persons employed part-time for economic reasons are expected to number about 1,610 for fiscal year 1973. Some of these near-poor persons are in single-member households, with annual incomes above the $2,000 poverty-level demarcation, but not in excess of $2,500. The part-time nature of their employment keeps them in the near-poor classification.

Near-Poor persons employed full-time but with family income less than 25 percent above the poverty level can be expected to number 6,640 during fiscal year 1973. A household head who is the sole breadwinner of a six-member family for example would have to earn at least $3.25 per hour, 40 hours per week, 50 weeks per year to lift his family above the near-poverty level. Many household heads with low wages and large families are in this group.

Near Poor persons not now in the Labor Force but who should be are expected to number about 2,190 during fiscal year 1973. Many persons intermittently in and out of the labor force, frequently on partial and sometimes total welfare support, often have characteristics which interfere with normal employment opportunities, such as lack of a high school education, member of a minority group, under 22,or 45 years and over, or having a serious physical or emotional handicap. Sometimes lack of motivation, anti-social attitudes, and other employability problems are involved.

Near Poor New Entrants and Reentrants in the Labor Force. An estimated average of 1,000 near-poor new entrants and reentrants in the labor force, including a large proportion of housewives and students, will be found in the projected 1973 universe of need because of the special manpower assistance required.

Other Near-Poor Persons in Need of Manpower-Related Assistance. An estimated additional total of 10,860 near-poor persons has been projected in the 1973 universe of need in this particular category. These persons, affected by occasional layoffs and frequent short workweeks, are employed significantly below their potential. In some cases, their jobs have been adversely affected by technological change. Some of these persons could benefit from a change of occupation and many if not most could benefit from some employment counseling, additional training, and utilization of the placement services of the state employment offices.

Nonpoor

It is estimated that there will be 51,500 non-poor persons in the universe of need in the Springfield-Chicopee-Holyoke SMSA during fiscal year 1973, representing slightly over one-half of all persons in the universe of need for the SMSA. Although on a lower level of priority than the near poor and poor, these 51,500 nonpoor persons in the SMSA will have a potential need for some manpower-related services.

Underutilized Non-poor Persons. Approximately 3,100 non-poor persons will be underutilized during fiscal year 1973 because of part-time employment or because they are not in the labor force when they should be. The 3,100 underutilized non-poor persons will be in the following groups:

Non-poor persons employed part-time for economic reasons are expected to number about 910 for fiscal year 1973. These are persons who are willing to work full-time but are employed only part-time because of the nature of the industry in which they are employed.

Non-poor persons not in the Labor Force but who should be are expected to number about 2,190 during fiscal year 1973. Although these persons will not need employment for economic reasons, their services are available to the economy. These are largely older persons who would like to work but who have been discouraged in their job-hunting in a tight labor market and have finally dropped out of the labor force, no longer looking for work.

Non-Poor New Entrants and Reentrants in the Labor Force. An estimated average of 3,410 non-poor entrants and reentrants in the labor force will be found in the projected 1973 universe of need. Many students and housewives, will be found in this group. During May, June, and July, each year, the number of school graduates entering the labor force represents a sizable responsibility for the employment offices and various related manpower organizations of the area.

Other Non-Poor Persons in Need of Manpower-Related Assistance. An estimated additional total of 44,980 non-poor persons has been projected in the 1973 universe of need for the Springfield-Chicopee-Holyoke SMSA in this particular category. These persons, affected by occasional layoffs and frequent short workweeks, are employed significantly below their potential. In some cases, their jobs have been adversely affected by technological change. Some of these persons could benefit from a change of occupation and many if not most could benefit from some employment counseling, additional training, and utilization of the placement services of the state employment offices. Although these persons would have a low priority claim on manpower-related services because of their favorable economic situation, they are to be taken into account when the total manpower-related needs of the area are under consideration for planning purposes.

Table 7

Springfield-Chicopee-Holyoke, Mass. - Conn. - SMSA Distribution of Universe of Need by Socio Economic Category

	Total	Poor		Nonpoor	
		Disad-vantaged	Other Poor	Near Poor	Other Nonpoor
TOTAL	100,600	20,530	6,270	22,300	51,500
Unemployed (Average)					
Hard-Core	3,550	3,330	220	-	-
New Entrants; Reentrants	4,420	-	-	1,000	3,420
Underutilized					
Employed part time, economic reasons....................	4,230	1,150	560	1,610	910
Employed full-time, family income at, near, below poverty level.............	23,640	11,650	5,350	6,640	0
Not now in labor force, but should be................	8,920	4,400	140	2,190	2,190
Other	55,840	-	-	10,860	44,980

Source: Universe of Need Formula
Massachusetts Division of Employment Security

7. Characteristics of the Disadvantaged

An estimated 20,500 disadvantaged persons will be in the universe of need during fiscal year 1973 in the Springfield-Chicopee-Holyoke SMSA, representing 20.4 percent of all persons in the universe of need. The characteristics of these disadvantaged persons can be ascertained to some extent from the information provided by the Employment Security Automated Reporting System (ESARS). At the end of November, 1971, a total of 7,150 disadvantaged persons could be found in the active job application files in the state employment offices of the SMSA, representing 27.0 percent of all the applications on active file. In order to obtain statistics on the characteristics of the disadvantaged persons, it has been necessary to focus on the information provided on the 6,215 employability development applicants at the end of November, 1971. These are the persons who are being given special manpower-related assistance because of urgent manpower needs. Approximately 72 percent of the employability applicants were classed as disadvantaged in the applicant files or the state employment offices of the SMSA on November 30, 1971, with the remainder of the employability development applicants to be found largely in the other poor and near poor categories. The characteristics of the employability applicants will be used as the base from which projections will be made for the characteristics of the disadvantaged in the universe of need.

Minority Group Breakdown

1. Puerto Ricans and Other Spanish-Speaking Persons. An estimated 5,400 Puerto Ricans, representing 26.3 percent of the disadvantaged persons in the universe of need, have pressing manpower-related problems. The vast majority of these persons face three kinds of disadvantage, namely, they find extreme difficulty in reading, writing, or speaking English; as members of a minority group, they are frequently victims of subtle forms of discrimination; and over 98 percent do not have a high school diploma. Although few of the disadvantaged Puerto Ricans are 45 years of age or over, many are under 22 years. Approximately 99 percent of the Puerto Ricans are also classified as white, and one percent as Negro. Nearly all (99 percent) of the Spanish-speaking disadvantaged persons in the universe of need are Puerto Rican.

2. Negroes and Other Nonwhites. An estimated 6,650 persons, representing 32.5 percent of the universe of need, will be classified as Negroes. Most of the disadvantaged Negroes (80 percent) lack a high school education. Roughly 30 percent are under 22 years of age, 50 percent are between 22 and 44, and 20 percent are 45 years or over. All other disadvantaged nonwhites constitute only about 100 persons, or 0.5 percent of the disadvantaged in the universe of need.

3. Non-Minority Persons. An estimated 8,450 non-Puerto Rican white persons, representing 41.0 percent of the disadvantaged, will be found in the universe of need for fiscal year 1973. About 67 percent of this group do not have a high school diploma. About 18 percent are under 22 years of age and 22 percent are 45 years or over.

General Characteristics of the Disadvantaged

1. Age. About 6,150 persons or 30 percent of the estimated 20,500 disadvantaged persons in the universe of need will be under 22 years of age, 9,200 or 45 percent between 22 and 44 years of age, and 25 percent 45 years and over.

2. Sex. Roughly 14,350 persons or 70 percent of disadvantaged persons in the universe of need can be expected to be male, and the remaining 6,150 persons or 30 percent, female.

3. Years of Schooling. About 4,150 persons or 20 percent of the disadvantaged persons in the universe of need will have had 0-7 years of schooling, 12,300 or 60 percent will have had 8-11 years of schooling, and the remaining 4,050 persons or 20 percent will have graduated from high school.

4. Veteran Status. About 4,100 persons or 20 percent of the disadvantaged in the universe of need will be veterans, including 2,400 Vietnam veterans and 1,700 veterans of other wars.

5. Handicapped. About 4,100 persons or 20 percent of the disadvantaged persons in the universe of need will have a physical and/or emotional handicap which may interfere with normal employment activity.

8. Characteristics of Individuals Other than the Disadvantaged in the Universe of Need

A projected, 80,100 non-disadvantaged persons will be in the universe of need for fiscal year 1973, representing 79.6 percent of the total universe of need for the SMSA. At the end of November, 1971, a total of 12,451 of the job applicants on active file in the State Employment offices of the SMSA were classified as nondisadvantaged, according to information obtained through the Employment Security Automated Reporting System. (ESARS). In order to ascertain the characteristics of the nondisadvantaged persons in the universe of need, the best available information has been obtained from an analysis of the characteristics of the 13,791 job-ready applicants at the end of November, 1971. Based upon statistics obtained through ESARS for the job-ready applicants, projections have been made of the characteristics of the nondisadvantaged to be found in the universe of need for fiscal year 1973, as well as for the projected 6,270 other poor persons, 22,300 near-poor persons, and 51,500 nonpoor persons all of whom are classified as nondisadvantaged.

General Characteristics of the Nondisadvantaged

1. *Age*. About 12,000 persons, or 15 percent of the nondisadvantaged persons in the universe of need, will be under 22 years of age, 28,000 persons or 35 percent will be 45 years or over, and the remaining 40,100 will be between 22 and 44 years of age, based upon ESARS information, as previously indicated.

2. *Sex.* Roughly 60 percent of the nondisadvantaged persons in the universe of need wil be male and 40 percent female.

3. *Years of Schooling.* About 48,100 persons, representing 60 percent of the nondisadvantaged persons in the universe of need, will be high school graduates, while 26,400 persons or 33 percent will have had 8-11 years of schooling, and the remaining 5,600 persons or 7 percent will have had 0-7 years of schooling.

4. *Veteran Status.* Approximately 24,000 persons, representing 30 percent of the nondisadvantaged persons in the universe of need, will be veterans, of which about 14,400 or 18 percent of the nondisadvantaged will be recently-returned Vietnam veterans and 9,600 or 12 percent of the nondisadvantaged will be veterans of all other wars.

5. *Handicapped.* About 5,600 persons, representing 7 percent of all the nondisadvantaged in the universe of need, will be near-poor or nonpoor handicapped persons. The handicap may be either physical or emotional or both.

6. *Minority Group Status.* The number of minority group persons among the disadvantaged in the universe of need will be disproportionately low but should not be overlooked.

(a) *Puerto Ricans and other Spanish-Speaking Persons*. The proportion of Puerto Ricans among the nondisadvantaged will be very small, comprising perhaps 400 persons or 0.5 percent of the total, largely to be found among the near poor. In addition, there will be some Spanish-speaking persons from Europe, South America, and Central America, including Mexico, but excluding Puerto Rico who are not poor but who will need some manpower-related assistance.

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(b) Negroes and Other Nonwhites. An estimated 3,700 Negroes and other nonwhites. constituting 4.6 percent of the nondisadvantaged, will be found in the near poor and other nonpoor categories, largely the former, in the FY 1973 universe of need of the SMSA.

9. Barriers to the Employment of the Disadvantaged

Some of the major barriers in the SMSA employment of the disadvantaged, which are currently receiving attention, include the following:

1. Racial Discrimination. Although the unemployment rate of nonwhites in the SMSA is not known, it is presumed to be high. In the nation as a whole, the nonwhite unemployment rate approximated 10 percent during 1971, but 5.5 percent for whites. In the state employment offices of the SMSA, on November 30, 1971, the proportion of nonwhites in the active job application files (12.2 percent) was two and one-half times as high as the proportion of nonwhites in the total population of the SMSA (4.9 percent). In addition, the proportion of Puerto Ricans in the active job application files (7.4 percent) was three times as high as in the estimated total population of the SMSA (2.2 percent).

2. Alcoholism. Many of the estimated 17,500 alcoholics in the SMSA, from all socio-economic levels, face serious employment problems. Many men and some women in their 30's, 40's, and 50's have had to face long periods of unemployment, sometimes changing occupations, generally needing a large amount of manpower-related assistance because of uncontrolled (and seemingly uncontrollable)problem drinking. The combined resources and assistance of Alcoholic Anonymous (A.A.), churches, rehabilitation agencies, manpower organizations, and medical and health personnel are generally needed to combat this mounting problem in modern life.

3. Drug Addiction. Although the number of addicts in the area is unknown, it has been variously estimated that about 3,000-4,000 persons are in need of extensive therapy and rehabilitation. The program has some similarity to alcoholism, but the age group is much younger and addiction comes much more quickly. Employment counselors report that employers who are willing to hire alcoholics refuse to consider youths with serious drug problems.

4. Criminal Records. It has been estimated that up to 1,000 prison parolees, ex-offenders, and other persons with police records are having extreme difficulty in obtaining suitable employment. Rehabilitative efforts, including job training, are critically needed both during incarceration and immediately afterwards.

5. Day Care. Facilities are immediately needed to provide day care for an estimated 2,000 pre-school children in order to make it possible for their mothers to receive manpower training and accept meaningful employment when available.

6. Emotional Problems. An unknown number of persons face employment difficulties because of anti-social attitudes, emotional problems, and lack of adequate motivation. Deep-seated fears and serious personality problems needing attention often result in a seeming unwillingness to work or hold a steady job.

APPENDIX

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Plan of Service Manpower Data Summary
Springfield-Chicopee-Holyoke, Mass.-Conn. SMSA

Table A

Base Period Used Fiscal Year 1971   For Fiscal Year 1973

	Number of Individuals		
		Model Cities	
Item	SMSA Total	Springfield	Holyoke
1. Total Civilian Population (as of 1970) 1/	529,922	16,524	4,666
a. Age Distribution:			
16 through 21 years	57,908	2,351	336
22 through 44 years	139,407	4,326	1,259
45 years and over	114,979	4,422	1,358
b. Members of Minority - Total	38,500	10,896	2,650
16 years and over	24,640	7,608	1,722
2. Total Civilian Work Force (12 month average for Fiscal Year 1971)	224,200	6,990	1,910
a. Employed, Total (12 month average)	206,900	6,090	1,630
(1) Nonfarm Wage and Salary Workers	190,100	5,390	1,600
b. Unemployed (12 month average)	17,300	900	280
(1) Unemployment Rate	7.7	12.9	14.7
3. Universe of Need for Manpower Services for Fiscal Year Ending 1973 (Number of different individuals in year)	100,600	5,800	1,790
a. Poor	26,800	1,800	550
(1) Disadvantaged	20,530	1,670	510
(2) Other Poor	6,270	130	40
b. Nonpoor	73,800	4,000	1,240
(1) Near-poverty	22,300	1,270	390
(2) All other Nonpoor	51,500	2,730	850
4. Unemployed & Underutilized Disadvantaged: by Category (12 month average)	20,530	1,670	510
a. Unemployed	3,330	220	60
b. Underutilized	17,200	1,450	450
(1) Employed part-time for economic reasons	1,150	70	20
(2) Employed full-time, but with family income at or below poverty level	11,650	600	170
(3) Not in labor force but should be	4,400	780	260
5. Welfare Recipients (AFDC Adults)	10,200	1,380	600
6. Estimated School Dropouts (Forecast Period)	1,300	220	90
7. Estimated Number of Vietnam War Veterans Needing Manpower Services (Forecast Period)	1,800	140	40

1/ Based on 1970 Census Data

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Table 1

Universe of Need for Manpower Services
Fiscal Year 1973

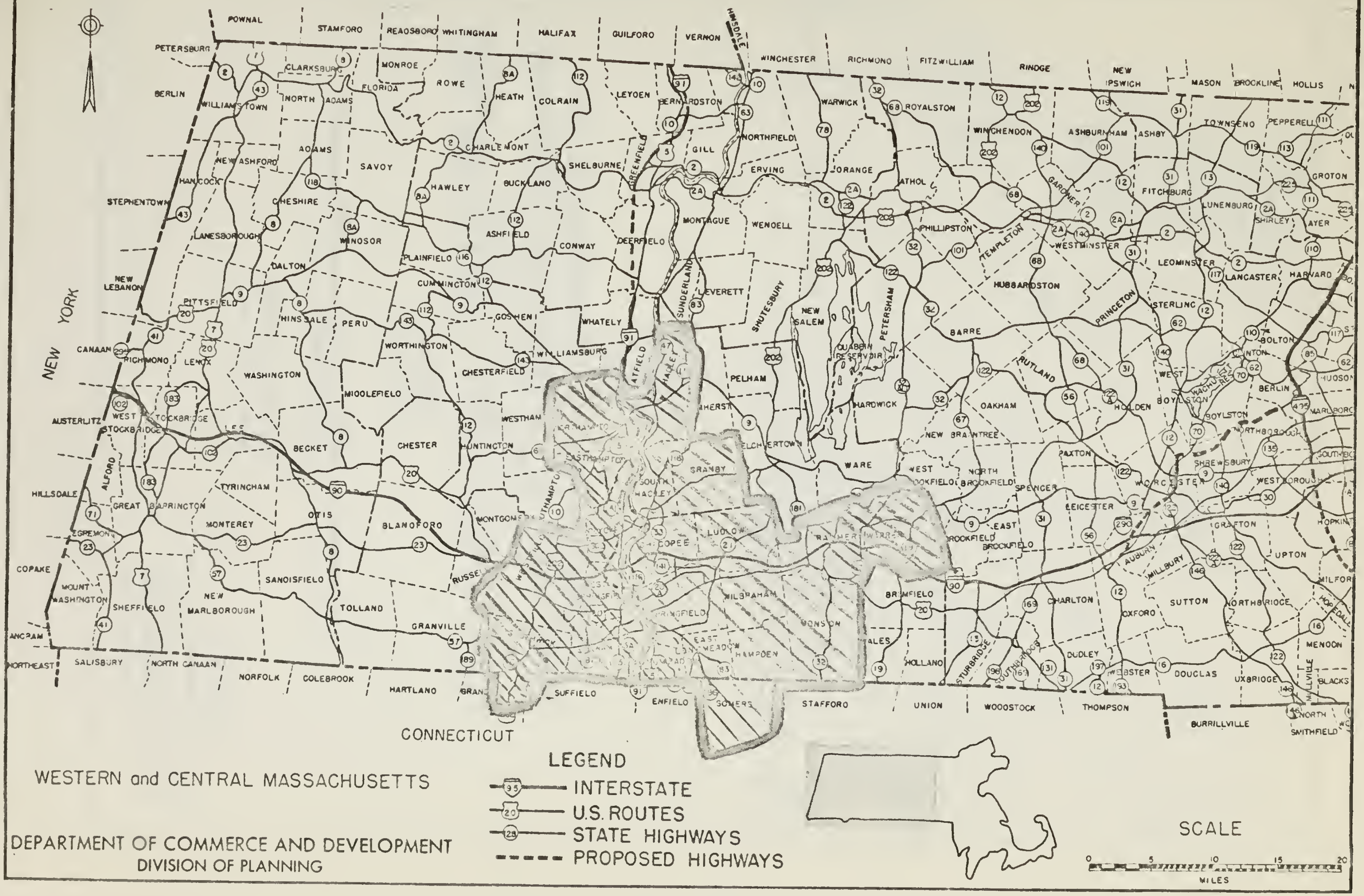
Springfield-Chicopee-Holyoke,
Massachusetts- Conn. SMSA

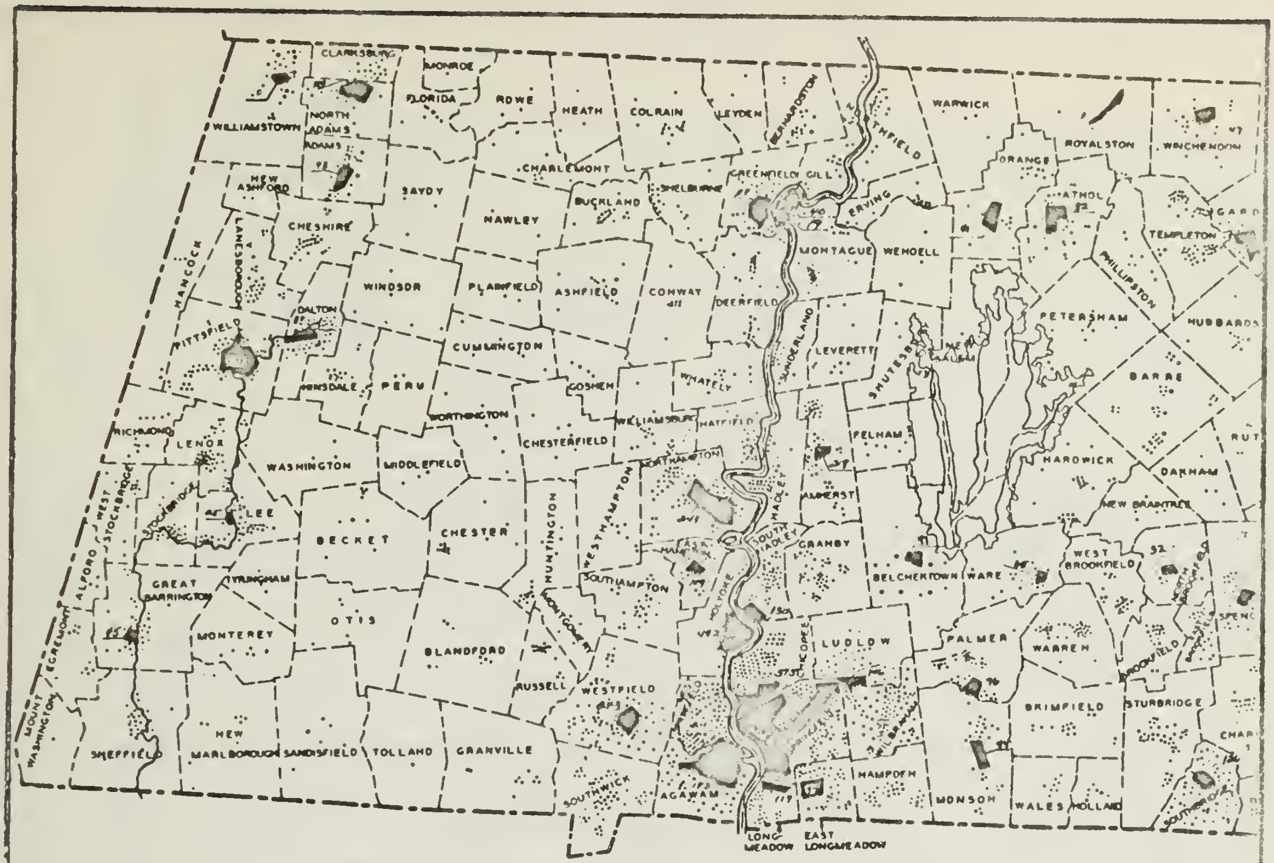
Base Period Used Fiscal Year 1971

Item	Number of Individuals	
	Base Period FY 1971	Planning Assumptions for FY 1973
	I	II
1. Total Universe of Need for Mapower Services (Number of different individuals in year)	96,170	100,600
a. Poor	25,620	26,800
(1) Disadvantaged	19,630	20,530
(2) Other Poor	5,990	6,270
b. Nonpoor	70,550	73,800
(1) Near-Poverty	19,410	22,300
(2) All other Nonpoor	51,140	51,500
2. Unemployed and Underutilized Disadvantaged, Total	19,630	20,530
a. Unemployed	3,110	3,330
b. Underutilized	16,520	17,200
(1) Employed part-time for economic reasons	1,100	1,150
(2) Employed full-time but with family income at or below poverty level	11,230	11,650
(3) Not in labor force but should be	4,190	4,400

SPRINGFIELD-CHICOPEE-HOLYOKE, MASSACHUSETTS SMSA
FEATURING 1960 U.S. CENSUS DEFINITION (OUTLINED AREA)
GRANBY, HAMPDEN, SOUTHWICK & SOMERS CONN. ADDED 10-18-63

SPRINGFIELD-CHICOPEE-HOLYOKE, MASSACHUSETTS SMSA
FEATURING 1960 U.S. CENSUS DEFINITION (OUTLINED AREA)
GRANBY, HAMPDEN, SOUTHWICK & SOMERS CONN., ADDED 10-18-63





THE COMMONWEALTH OF MASSACHUSETTS
DEPARTMENT OF COMMERCE AND DEVELOPMENT
DIVISION OF PLANNING

POPULATION DISTRIBUTION

1970

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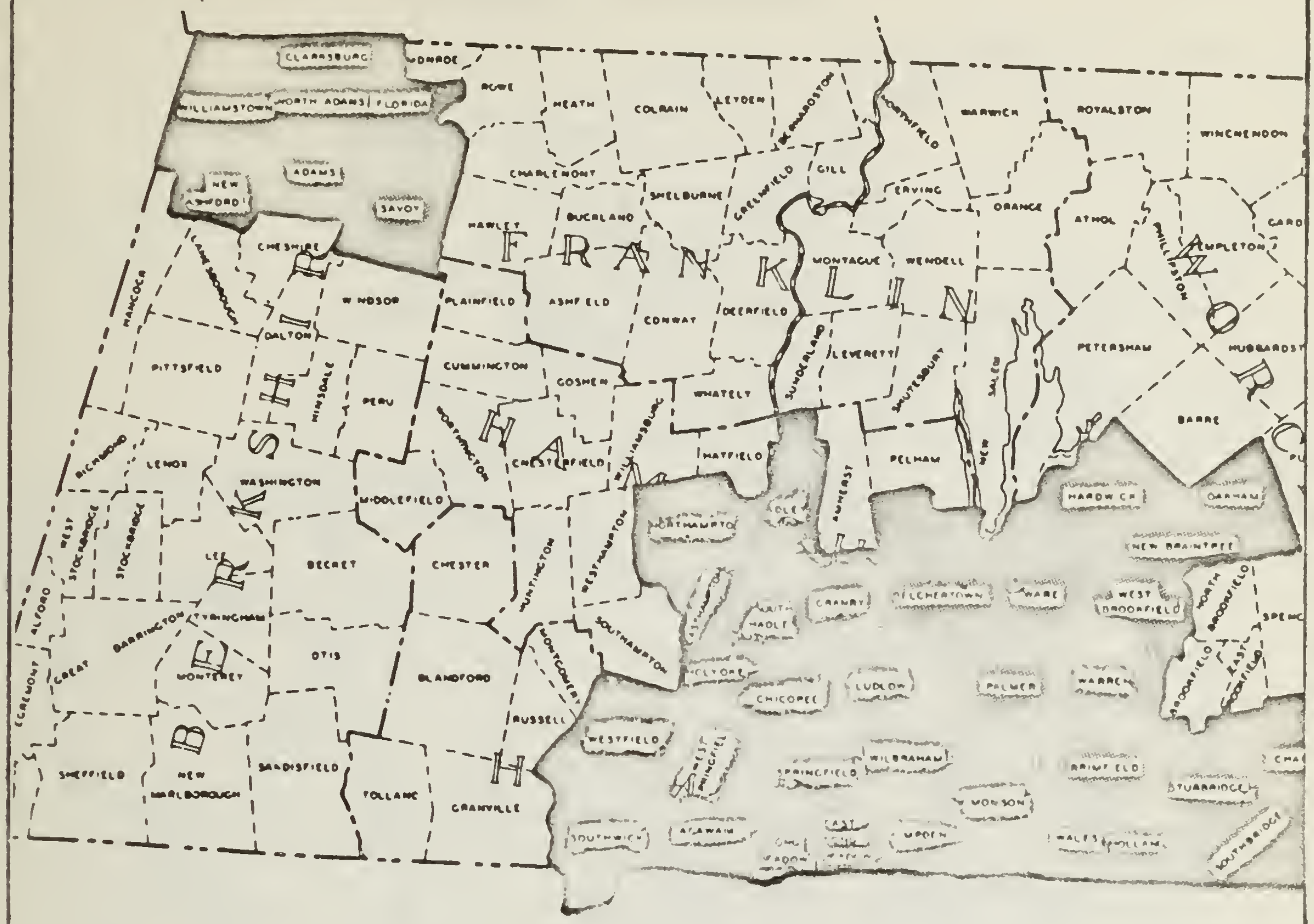
SCALE IN MILES

SOURCE OF INFORMATION

1970 STATE CENSUS

LEGEND

EACH DOT REPRESENTS 100 PEOPLE
POPULATION DOTS WITHIN SOLID
AREAS DESIGNATED BY NUMBER
TOTAL POPULATION



THE COMMONWEALTH OF MASSACHUSETTS

DEPARTMENT OF COMMERCE AND DEVELOPMENT

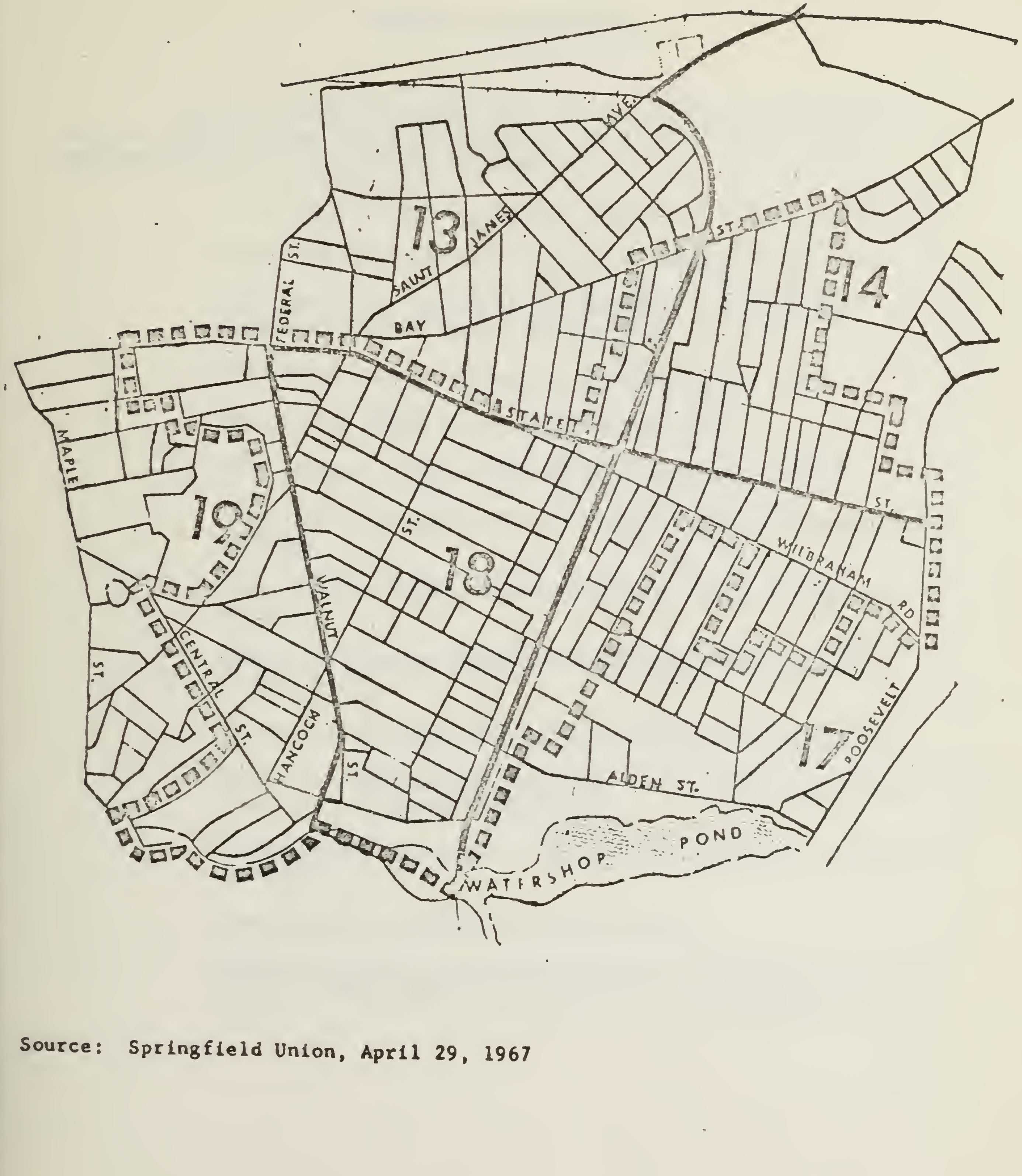
BUREAU OF RESEARCH AND STATISTICS

E. D. A. AREAS

AS OF JANUARY, 1971

Target Area for Model Cities Project

SPRINGFIELD, MASSACHUSETTS



Source: Springfield Union, April 29, 1967

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SOURCES OF INFORMATION

Included among the sources of information and material used in the preparation of the Springfield-Chicopee-Holyoke SMSA --- Annual Manpower Planning Report are the following:

Lower Pioneer Valley Regional Planning District Study

Bureau of Labor Statistics, Current Employment Series

U.S. Census of Population and Housing -- Springfield-Chicopee-Holyoke, SMSA, 1960 and 1970

Springfield Community Renewal Program Study - 1965

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ANNUAL MANPOWER PLANNING REPORT

JANUARY 1973

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Springfield-Chicopee-Holyoke, Massachusetts SMSA

THE COMMONWEALTH OF MASSACHUSETTS
DIVISION OF EMPLOYMENT SECURITY
RICHARD C. GILLILAND, DIRECTOR
AFFILIATED WITH MANPOWER ADMINISTRATION
U.S. DEPARTMENT OF LABOR

ANNUAL MANPOWER PLANNING REPORT

SPRINGFIELD-CHICOPEE-HOLYOKE, MASSACHUSETTS AND CONNECTICUT

STANDARD METROPOLITAN STATISTICAL AREA

JANUARY 1973

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1. Highlights and Conclusions

For fiscal year 1974 the Universe of Need for Manpower services in the Springfield-Chicopee-Holyoke SMSA is estimated to be 79,100. This included 19,300 poor, 90 percent of whom are disadvantaged and 59,800 nonpoor, a third of whom are close to poverty. Over half of those needing service will be unemployed, another 20,000 are not in the labor market but should be, and roughly 14,000 individuals who are either employed part-time because they can't find full-time work or employed full-time with incomes below the poverty level.

The annual average unemployment rate for 1972 was 7.9 percent down from 8.5 percent the previous year. The improvement in the rate was not apparent until September and resulted from two diverse trends. The economy of the area began to improve slightly at this time signaled by a gradual stabilization in nondurable manufacturing employment and some very encouraging hiring in the metal working industries. The second development was a speedup in the withdrawal of the long term unemployed from the job market and a great reduction in the number of entrants and reentrants into the market.

Despite the apparent undercount of minority groups, the 1970 Census reported these groups to represent 6.8 percent of the population and a slightly lower percentage of the labor force. Of the 36,000 minority group members, 25,000 were Negroes and 10,000 were Spanish speaking.

Comparing the Census population and labor force characteristics over the decade reveals several significant trends. First the minority group population grew much faster (+67 percent) than the total population (+7 percent) and secondly, the labor force grew even faster than the population because of the influx of minority group workers and the increased participation of women.

2. Definition of Area

a. Location and Geographical Features. Information will be provided in this section on the municipalities which comprise the SMSA, the municipalities which border it, the land area, and geographical features. The Springfield-Chicopee-Holyoke SMSA is the second largest of the ten Standard Metropolitan Statistical Areas of the Commonwealth of Massachusetts. The SMSA is defined in general as "that area surrounding a commercial-industrial center which is so economically, politically, and socially integrated that is presents itself as a unified area."

1. Cities and Towns. The SMSA is comprised of five cities and fifteen towns. The five cities are Springfield, Chicopee, Holyoke, Westfield, all located in Hampden County, and Northampton located in Hampshire County. The fifteen towns are Agawam, East Longmeadow, Hampden, Longmeadow, Ludlow, Monson, Palmer, Southwick, West Springfield, and Wilbraham, all in Hampden County; Easthampton, Granby, Hadley, and South Hadley, in Hampshire County; Warren in Worcester County; all in Massachusetts and Somers in Tolland County, Connecticut. In 1960, the SMSA consisted of five cities and eleven towns, to which the U.S. Bureau of the Budget in 1963 added the towns of Granby, Hampden, and Southwick, in Massachusetts and Somers, Connecticut.

2. Boundaries. The Springfield-Chicopee-Holyoke SMSA is bordered in Massachusetts on the northeast by Amherst, Belchertown, and Ware in Hampshire County: on the northwest by Southampton, Westhampton, Williamsburg, and Hatfield also in Hampshire County; on the southwest by Granville, Russell, and Montgomery in Hampden County; and on the southeast by Brookfield and West Brookfield in Worcester County and Brimfield and Wales in Hampden County. In Connecticut, the SMSA is bordered on the Southeast by Stafford and Ellington in Tolland County; on the south by Colebrook in Litchfield County, and by Hartland, Granby, Suffield and Enfield in Hartford County.

3. Land Area. The Springfield-Chicopee-Holyoke SMSA has 534 square miles of land area, based on the geographical boundaries determined by the U.S.Bureau of Budget in 1963. Among the five cities of the SMSA, Westfield has the largest land area, with 46.85 square miles.

4. Other Geographical Features. The area has several mountain ranges of which the most famous are Mt. Tom and the Berkshire Hills. The SMSA has a very large river basin, known as Lower Pioneer Valley enclosed on both sides by scenic mountains, constituting an important natural resource area of the State. The Connecticut River, the largest in New England, flows through the heart of the SMSA from North to South, while two of the largest tributaries, the Chicopee and Westfield Rivers, flow through the Eastern and Western sections of the SMSA. In addition the area has a number of reservoirs, lakes, and ponds.

b. Economic Developments and Outlook

The labor force of the Springfield-Chicopee-Holyoke SMSA declined 2,100 during 1972 from its 1970-71 peak of 223,900. This decline was precipicated by the withdrawal of over 3,000 people from the labor force, many of whom were discouraged by the continuing evaporation of jobs during the first nine months of 1972.

During the years from 1962-1972 the SMSA expercienced diverse pressures. The labor force grew by an average of 1 percent a year from 1962 to 1969, employment expanded by 1.3 percent annually and unemployment declined by 0.4 percent. Two-thirds of the newly employed were new or reentrants to the world of work. The 1970 Census indentified many of these new workers as women and minority group members. It was primarily this constant influx of new workers that was responsible for keeping the area's unemployment rate above the State and National averages.

The present business downturn began in the area in late 1969, slightly earlier than in the rest of the State. By April 1970, the unemployment rate was over 6 percent and it continued to climb during 1970 and 1971 as employment plummeted 9,300 jobs. This widened the gap between the State and area unemployment rates to 1 percentage point in 1971. The reasons for the severity of the downturn are found in the areas' industrial pattern and labor force characteristics which follow in this report.

This past year brought the turning point of the recession in the early fall. The first half of the year the area's economy continued to slip, employments fell about 200 jobs and then fluctuated more or less seasonally until September, new workers continued to enter the labor force in small numbers, and experienced workers left in large numbers after fruitless job searching. The withdrawal resulted in the first real decline in the labor force since this statistical series began in 1958. The fall of 1972 showed the first growth in manufacturing employment since 1967, with nonmanufacturing also picking up momentum. Unemployment declined, but largely because fewer people continued to look for jobs.

The gradual and steady improvement which is now under way should continue for the next year and a half. It will mean an expansion in employment but not a concomitant drop in unemployment. By the end of 1972, there was an estimated deficit of 14,000 jobs in the area created since the end of 1969. Over 9,300 are actual jobs lost, and the remainer represent a conservative estimate of jobs needed to accommadate the natural increase in the potential work force.

Table 1
Springfield-Chicopee-Holyoke, Massachusetts SMSA

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Table 1

Springfield-Chicopee-Holyoke, Massachusetts SMSA
Civilian Work Force Annual Average - 1962 to 1972
(in 000's)

Item	1962	1963	1964	1965	1966	1967	1968	1969	1970	1971	1972
Civilian Work Force	209.5	209.6	211.3	213.0	217.6	219.6	221.8	223.8	223.9	223.9	221.8
Unemployment	14.1	14.7	13.3	11.3	9.4	10.0	10.2	10.2	14.1	19.0	17.6
Percent of Work Force	6.7	7.0	6.3	5.3	4.3	4.6	4.6	4.6	6.3	8.5	7.9
Employment - Total	195.2	194.0	198.0	201.4	208.2	209.1	210.9	213.4	209.4	204.4	204.1
Nonagricultural Wage & Salary#	175.3	174.7	178.4	182.5	189.9	191.5*	193.8	196.7	193.0	188.3	188.7
Manufacturing - Total	70.0	67.6	68.8	70.8	74.7	74.0	73.0	71.7	66.4	61.1	60.1
Durable Goods	28.9	29.0	29.3	30.1	32.8	32.8	31.7	31.2	28.1	24.1	23.7
Ordnance	1.6	1.6	1.7	1.9	2.2	2.8	3.7	3.7	2.9	2.4	2.4
Primary Metals	3.9	3.7	3.5	3.8	4.2	4.2	4.0	4.0	3.5	2.6	2.6
Fabricated Metals	5.2	5.3	5.5	5.6	6.1	6.2	6.0	6.0	5.8	5.3	5.4
Nonelectrical Machinery	8.7	8.6	8.4	8.4	8.6	8.1	7.8	7.8	7.4	6.3	6.5
Electrical Machinery	3.3	3.7	3.9	4.0	5.3	4.8	3.8	3.0	2.6	2.3	1.5
All Other Durable Goods	6.2	6.2	6.3	6.4	6.4	6.7	6.4	6.7	5.9	5.2	5.3
Nondurable Goods	41.1	38.6	39.5	40.7	41.9	41.2*	41.3	40.5*	38.3	37.0	36.4
Food and Kindred Products	3.2	3.1	2.8	3.0	2.6	2.6	2.6	2.7	2.7	2.8	2.7
Textile Mill Products	3.9	3.5	3.2	3.3	3.3	3.3	3.1	2.8	2.0	1.7	1.6
Apparel Products	4.7	4.7	4.6	4.4	4.5	4.4	4.5	4.1	3.9	3.7	3.6
Paper and Allied Products	8.0	8.0	8.3	8.6	8.7	9.0	8.6	8.5	8.3	8.1	7.9
Printing and Publishing	5.8	5.8	6.0	6.2	6.6	6.5	6.5	6.2	6.1	5.8	5.7
All Other Nondurable Goods	15.5	13.5	14.6	15.2	16.2	15.5	16.0	16.1	15.3	14.9	14.9

Table 1

Springfield-Chicopee-Holyoke, Massachusetts SMSA
Civilian Work Force Annual Average - 1962 to 1972
(in 000's)

Item	1962	1963	1964	1965	1966	1967	1968	1969	1970	1971	1972
Nonmanufacturing - Total	105.3	107.1	109.6	111.7	115.2	117.6	120.8	125.0	126.6	127.2	128.6
Contract Construction	5.6	6.0	7.0	6.6	6.9	7.2	7.5	7.7	7.5	7.8	8.0
Tran., Comm., and Utilities	8.4	8.1	8.0	8.4	8.4	8.3	8.1	8.7	8.8	8.8	8.9
Wholesale and Retail Trade	33.7	34.8	35.1	35.1	36.7	37.8	39.2	40.3	40.3	39.6	39.4
Fin., Ins., and Real Estate	8.7	8.6	8.6	8.6	8.5	8.9	9.1	9.4	9.6	9.5	9.7
Services, Misc., and Mining	26.1	26.7	27.5	29.0	30.1	30.8	32.7	34.2	34.8	35.5	35.9
Government	22.8	22.9	23.4	24.0	24.6	24.6	24.2	24.7	25.6	26.0	26.7
All Other Nonagric. Employment 1/	17.8	17.2	17.4	16.7	16.1	15.4	15.0	14.8	14.5	14.2	13.8
Agriculture	2.1	2.1	2.2	2.2	2.2	2.2	2.1	1.9	1.9	1.9	1.6
Persons Involved in Labor Disputes	0.2	0.9	0	0.3	0	0.5	0.7	0.2	0.4	0.5	0.1

# Source: BLS Current Employment Series
1/ Nonagricultural Self Employed, Unpaid Family Workers, and Domestic Workers in Private Households
* Does not add due to rounding

Chart 1

Employment by Major Industrial Sector
1962-1974
Springfield-Chicopee-Holyoke SMSA
(in 000's)

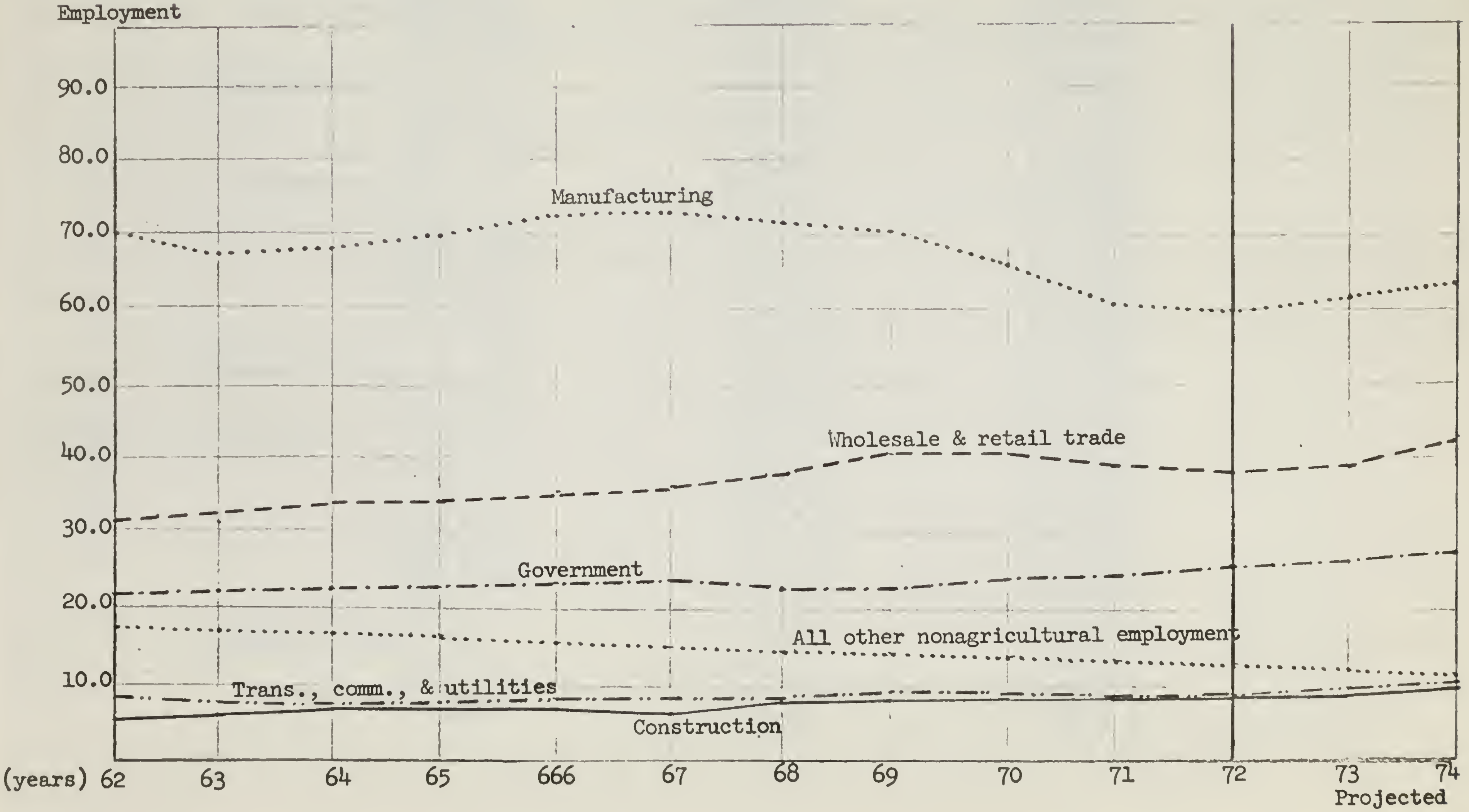
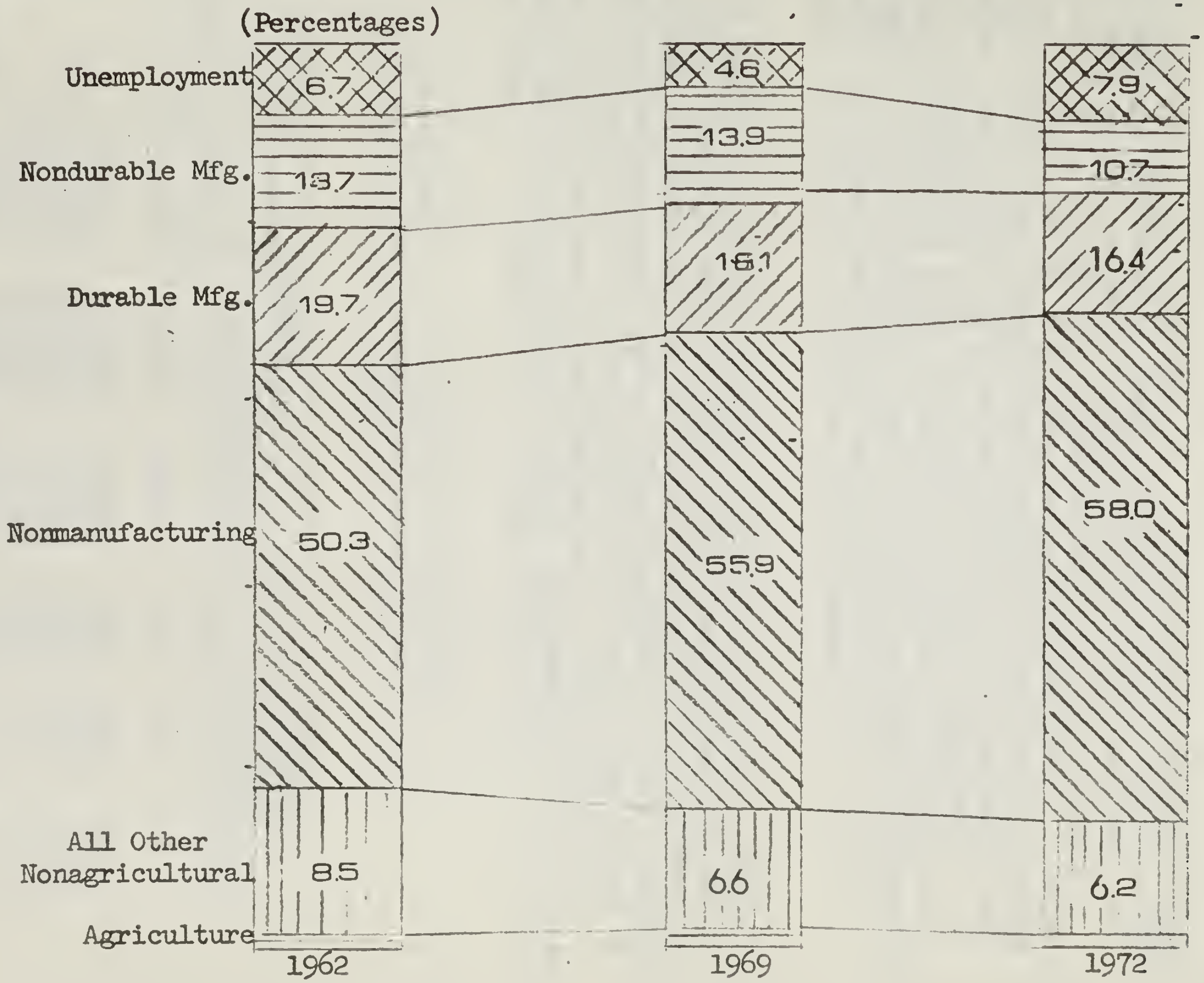


Chart 2

Chart 2

Comparison of the Distribution of the Labor Force
by Major Sector
1962, 1969, 1972



c. Population and Labor Force Characteristics and Trends

The most recent information on the population of the SMSA is from the 1970 U. S. Census. Although the population has grown over the two and a half years since the census data was collected, from all indications, it is not possible to gauge the increase. It is plausable that the rate, especially amongst minority groups, has been slower than experienced during the sixties when industrial expansion drew workers into the area.

The population of the cities and towns of the Springfield-Chicopee-Holyoke SMSA during 1960 and 1970 will be found at the end of this section. The SMSA registered a modest net gain in population of 35,923 residents between 1960 and 1970 or 7.3 percent which was below the 10.5 percent population gain registered for the State during the same period. Three of the five cities of the SMSA experienced a net population loss during the ten-year period; Springfield (-6.1 percent),Holyoke (-4.9 percent). and Northampton (-1.3 percent), while the other two cities experienced population gains; Westfield (+19.5 percent) and Chicopee (+8.3 percent). All of the SMSA's smaller municipalities registered net gains between 1960 and 1970, with the highest percentage gains in Hampden, Massachusetts (+95.0 percent) and Somers, Connecticut (+86.2 percent).

The age distribution of the Springfield-Chicopee-Holyoke SMSA is shown in the table below. The SMSA has a slightly younger population than the State as a whole. This, partly due to a larger number of single males aged 22-44 migrating into the area to work. The proportion of males aged 22-44 outnumbers the proportion of females aged 22-44 in each of the cities of the SMSA and also in the town of West Springfield. The proportion of females aged 16-21 is high because of student enrollment at Smith College, Mt. Holyoke College, and certain other schools in the area.

Distribution of Population by Age and Sex
Springfield-Chicopee-Holyoke, Massachusetts* SMSA
1970

Age Group	Number			Percent		
	Total	Sex		Total	Sex	
		Male	Female		Male	Female
All Ages	523,029*	249,171*	273,858*	100.0	100.0	100.0
0-15	153,281	78,192	75,089	29.3	31.4	27.4
16-21	57,908	26,032	31,876	11.1	10.4	11.6
22-44	139,407	68,199	71,208	26.6	27.4	26.0
45-64	114,979	54,609	60,370	22.0	21.9	22.1
65 and over	57,454	22,139	35,315	11.0	8.9	12.9

Source: U. S. Census

* Data given for only that part of SMSA in Massachusetts

The SMSA has a large proportion of both sexes aged 16-21 years (11.1 percent) compared to the state (10.6 percent) due to a sizeable college and university enrollment. The proportion aged 16-21 is especially high in the Springfield Model Cities Neighborhood Area, due in part to American International College and Springfield Technical College, located in the vicinity.

Minority groups in the Springfield SMSA numbered 36,243 in 1970 and represented 6.8 percent of the population. This included 24,153 Blacks, 10,350 Spanish speaking and 1,752 people classified in various other racial and ethnic categories.

The non-white population of the SMSA increased from 15,455 in 1960 to 25,893 in 1970 (+67.5 percent). In the State as a whole, the nonwhite population increased 68.7 percent during the same period. The residential distribution of the nonwhite throughout the SMSA is very uneven with 93 percent clustered in three cities; Chicopee (1,558), Holyoke (1,254), and Springfield (21,387). Only in these cities and Somers, Ct. does the nonwhite group represent more than 2 percent of the population. The nonwhite population is further concentrated within these cities. Ninety percent of Springfield's nonwhites live within a belt running westward from the Connecticut river which also includes the Model Cities Neighborhood where 50 percent of this group reside. Two-thirds of the nonwhite population of Holyoke live in three small census tracts between Pine Street and the Connecticut river. This area also includes the Holyoke Model Cities Neighborhood which contains nearly 50 percent of the nonwhite group.

Nonwhites in the Springfield-Chicopee-Holyoke SMSA comprise 4.9 percent of the total population, representing the second highest concentration of nonwhites among the SMSA's of the state, trailing just slightly behind the Boston SMSA in which nonwhites comprise 5.1 percent of the population. In the state as a whole, nonwhites comprise 3.7 percent of the population.

Nonwhites in the city of Springfield comprise 13.0 percent of the population, compared to 18.1 percent in the city of Boston, 8.9 percent in the city of Cambridge, 4.3 percent in the city of New Bedford, 2.8 percent in the city of Medford, 2.3 percent in the city of Chicopee, and 2.3 percent in the city of Worcester.

The Spanish speaking group in the SMSA grew from an estimated 1,000 in 1960 to over 10,000 in 1970. Although the group still represents only a small segment of the area's population, their migration into the Springfield area accounts for a relatively large percentage of the State's Spanish immigration, so that at present the areas' Spanish group represent 16 percent of the total State Spanish population.

The Spanish speaking population are more evenly distributed throughout the SMSA than are the other minority groups. Despite the fact that the city of Springfield contained more than half the areas total, concentrated in the Brightwood section, five other towns reported significant numbers; Holyoke (1,870),Chicopee(899),Westfield (819),Northampton (180) and West Springfield (323).

The Spanish speaking group presents a significant and growing challenge to the areas' resources. Although a small percentage of the population, they have the highest incidence of poverty of any minority group, 28.5 percent of the areas' Spanish families have incomes below the poverty level and the percentage is even higher in the inner city (37 percent in Springfield). The high incidence of poverty seems directly related to the high unemployment rates for the Spanish speaking, and thus indirectly related to their language barriers and low educational achievement. This educational deficiency seems to be perpetuating itself, since the Spanish have a far greater number of 16-21 year olds who are not in school and are not high school graduates.

A Comparison of Selected Characteristics
for Minority Groups and
Total Population

Characteristics	Total Population	Negro	Spanish
Percentage of all families below the poverty level	6.7	23.6	28.5
Male Unemployment Rate	3.6	7.9	12.4
Median years of school completed	12.1	11.6	8.8
Percent of 25 years old and over high school graduates	53.5	46.0	32.2
Percent of 16-21 year olds not in school and without high school diploma	11.8	27.1	52.1

In studying the SMSA it becomes apparent that although the average income of the municipalities varies greatly, there are several clearly identifiable areas with high concentrations of poor individuals. Seventeen census tracts containing twice the average percentage of poor families were selected. Four of these were in the heart of Holyoke, and 13 formed contiguous neighborhoods in Springfield. The table and maps at the end of this sector present selected descriptive statistics for these tracts. In general the concentration of poverty is highly correlated with one or all of the following; large minority group concentrations, low average educational acheivement, lower than average labor force participation rates and high unemployment rates.

The table below gives a comparison of labor force data from the 1960 and 1970 census for the total and Negro labor force. The 1970 data had to be adjusted to include information on 14 and 15 year olds to be compatible with the 1960 data. After this adjustment, the labor force grew 11.1 percent. This was slightly faster than the population growth of 7.3 percent. The largest part of the growth was due to the increased participation of white women and secondly to the immigration of minority group workers.

Comparison of Labor Force
14 Years Old and Over
1960-1970

Labor Force	1960		1970	
	Number	Percent of 14 Years Old and Over	Number	Percent of 14 Years Old and Over
Total				
Male	128,442	79.1	131,913	75.0
Female	68,489	37.6	86,838	42.0
Negro				
Male	3,903	84.4	4,918	68.7
Female	2,150	44.7	3,473	42.1

Source: U. S. Census 1960-1970

The 1970 Census reported the following distribution of employed workers in broad occupational groups.

Occupational Group	All Races	White	Black	Other	Spanish
Total	100.0	100.0	100.0	100.0	100.0
White Collar Workers	48.4	49.1	28.7	50.6	29.2
Blue Collar Workers	32.4	37.8	49.5	33.5	55.2
Service Workers	12.8	13.5	21.4	15.9	11.0
Farm Workers	0.6	0.6	0.4	0.0	4.7

Source: U. S. Census.

Further detail on the work force can be found in the previous section of this report relating to employment and unemployment.

For the purpose of this report the information was drawn from the 1970 Census, and although this cannot provide an updated trend, it provides otherwise unavailable detail. The distribution of employment and unemployment, participation rates etc., has undoubtedly changed during the recession but it is impossible to provide current estimates. Data for the following section is for sixteen year olds and over.

The 1970 civilian work force of the SMSA (217,692) is composed of 129,368 males and 88,324 females.

The 1970 current civilian work force of the SMSA was comprised of 11,069 minority group persons and 206,625 nonminority group persons. Of the 11,069 minority group persons in the work force, 8,220 were nonwhite and 2,850 Spanish speaking.

The civilian work force represented roughly 41 percent of the total population or 60 percent of the persons sixteen years of age and over. Approximately 77.7 percent of all males aged sixteen years and over, and 44.2 percent of all females aged sixteen years and over were in the civilian work force. The comparable figures for Negroes and Spanish speaking were: 73.5 percent of Negro males, 45.2 percent of Negro females, 77.5 percent of Spanish males, and 34.8 percent of Spanish females. From 1960 to 1970, participation rates for all groups except white females declined noticeably.

Detailed information is available in tables at the end of this section but generally the work force was distributed in much the same way in the SMSA's population, although the percentage of the working population varies from a low of 34.2 percent of the population in Somers, Connecticut to a high of 46.4 percent in Ludlow. This percentage, aside from being partly explained by the number of children and elderly in the town's population, is also inversely correlated with family income and positively related to unemployment rates. Thusly, Longmeadow with the areas' highest average family income and lowest unemployment rate had the next to the lowest percentage of its population in the work force.

Females accounted for over 40 percent of all employed persons in 1970. They were scattered throughout all industries although several including, manufacturing (employing 25 percent of all women), education (14 percent), retail trade (14 percent) finance, insurance and real estate (6 percent), health (8 percent) accounted for the bulk of female industry attachment. Specific industries within manufacturing that had heavy concentrations of women were, electrical machinery (51 percent) and textiles and apparel (61 percent); in nonmanufacturing they included, eating and drinking places (69 percent); private households (92 percent) and other personal services (62 percent).

The 1970 census reported that women and minority groups sustained much higher unemployment rates than white men. Overall the unemployment rate for women was 1.5 percentage points above that for men, although the rate for nonwhite women was 3 percentage points above that for nonwhite men.

The April 1970 unemployment rates for minority groups showed that rates for nonwhites were two and a half times that for whites and the rates for the Spanish speaking were three times those of the whites.

3. Employment Developments and Outlooks by Industry

Employment in the SMSA peaked in 1969 after seven years of steady expansion, but by 1972 it had fallen by 9,300 jobs to 204,100. The losses were concentrated in the manufacturing sector and were partially compensated for by the continued growth of most of the nonmanufacturing industries.

Manufacturing firms have traditionally employed a higher percentage of workers in the Springfield area than they have in either the State or the nation. Although manufacturing employment slipped in importance in both the area and the nation during the sixties, Springfield's dependence on these firms for almost 30 percent of all jobs made the area very vulnerable during the business recession. The downturn was lead by the durable goods industries, traditionally the most volatile sector in terms of cyclical patterns,which grew to employ 32,800 workers in 1967 and then laid off 9,100 by 1972. Employment in nondurable,although not as prone to cyclical fluctuations, had been in a secular decline in the area for many years. This ongoing decline was reinforced by the closings and employment reductions in the area's relatively old plants that are always the first to be taken out of production when profit levels fall. Although the declines in both sectors began in 1967 they did not gain momentum until 1969. In the next two years, the area lost 10,600 manufacturing jobs with the largest losses occurring in the following three digit S.I.C. durable good industries: abrasives (-400), rolling-finishing and extruding mills (-950), nonferrous forging (-200), general hardware (-150), small arms (-1,300), heating and plumbing equipment (-200), metal working machinery (-450), special nonmetal working machinery (-200), and motor vehicle equipment (-800). The drop in nondurable employment was not as severe, since losses in various paper plants and textile knitting mills were partially compensated for by gains in meat processing, raw wood processing and rubber products.

In 1972, total manufacturing employment continued to contract for the first five months. It then stabilized and recovered about 500 workers by December. The 1972 annual averages camouflaged the turnabout of the areas'economy. The 0.8 percent decline in durable goods manufacture was entirely due to the phasing out of F.W. Sickles Company (SIC-36) in Chicopee (-700) and was partially offset by the gradual expansion in the metal working plants. At the same time, employment in nondurable goods manufacturing lost another 300 jobs (-0.8 percent). This malaise was spread across most of the nondurable goods industries such as in food processing, textiles and chemicals which each lost about 100 workers, while the other industries held steady. The upturn in the last three months of the year brought a recall of some of these workers.and most manufacturing industries ended the year at or very near their 1972 highs.

Nonmanufacturing has grown every year since 1962, experiencing its largest gains from 1965-1969. The significant growth was in the service (+37.5 percent), trade (+16.3 percent), construction (+5.1 percent), and government (+17.1 percent) sectors. In the past two years growth it

partially reversed itself because of the general recession and partially as a reaction to the probable over-expansion of the late sixties. At the same time, the expansion in the remaining nonmanufacturing industries slowed drastically after 1969, but continued positive through 1972.

The outlook for the next eighteen months is generally optimistic. The areas' economy will recover slowly but steadily. The recovery will be lead by several of the durable goods manufacturing industries that were in the fourfront of the decline. The emerging industrial pattern of the SMSA will reflect the demise of the primary metal working plants and other old producers of large and expensively moved products, while the fabricated metals, machinery (both electrical and nonelectrical), and other specialty product industries will grow to represent larger percentage of available jobs. The mixed trends within the nondurable goods sector may cancel each other or perhaps make a small contribution to the areas' upturn. The weak points are in the chemicals, leather and paper industries. The rest will hold steady or improve slightly depending on the strength of the national recovery and the effectiveness of the revaluation of the dollar. Printing is the only nondurable goods industry with any significant long term growth potential.

Employment in the nonmanufacturing sectors is expected to pick up about 3,000 jobs over the same time period at a gradually increasing rate. The improvement should touch every sector but construction which will be slow and may even report employment declines. Trade will slowly recoup its' employment losses but little more until the slack created by over expansion in the late sixties is taken up. The growth in the service industries will be steady but less dramatic than in the last decade and finance, insurance and real estate will provide an expanding source of job opportunities.

Unfortunately the projected growth in both the manufacturing and non-manufacturing sectors will be slightly offset by the continued secular decline of all other nonagricultural employment and agriculture.

4. Employment Development and Outlook by Occupation

During 1972, the Springfield Job Bank, serving the entire western part of the state, reported a drastic increase in the number of job orders from January to August. The largest increases were in the professional, service, benchwork and machine trade occupations. The seasonal decline

that occurred after August was concentrated in the service and miscellaneous categories. In line with the upturn in durable good manufacturing in September, openings in the machine trades have continued to grow. Wages for skilled workers are relatively low and will probably remain thusly until the recovery picks up momentum.

Openings Listed With The Springfield Job Bank
On The Last Day Of The Month

DOT Code		September 1972	October 1972	November 1972	December 1972
Total		1,194	1,136	1,053	1,007
0,1	Professional, Technical and Managerial	109	117	126	108
2	Clerical And Sales	147	137	148	156
3	Service	198	154	101	98
4	Farming	3	3	1	2
5	Processing	95	126	90	68
6	Machine Trades	239	243	232	267
7	Bench Work	185	167	198	152
8	Structural Work	108	116	90	89
9	Miscellaneous	110	73	67	67

5. Recent Trends in Unemployment

A comparison of the unemployment rates of the Springfield-Chicopee-Holyoke SMSA, the state, and the nation during the past ten years will be found in the table following as well as in the chart at the end of the section.

The annual average unemployment rate for the Springfield-Chicopee-Holyoke SMSA from 1962 through 1972 has averaged 6.0 percent, ranging from a low of 4.6 percent during 1967-1969 to a high of 8.5 percent during 1971. During the 11-year period, the unemployment rate averaged 0.8 of a percentage point higher than that of the state and 1.3 percentage points higher than that of the nation. The greatest degree of similarity (+0.1 percentage points) between the employment rates of the SMSA and the state was in 1966, while the greatest difference (1.5 percentage points) occurred

during 1971. The largest degree of similarity between the employment rates of the SMSA and the nation occurred during 1961 when the rates were the same, while the largest difference (2.5 percentage points) occurred during 1971.

Annual Average Unemployment Rates for the SMSA,
State, and Nation
1961-1971

Year	Unemployment Rates			Difference in Percentage Points	
	SMSA	Mass.	U.S.	SMSA and Mass.	SMSA and U.S.
Average 1962-1972	6.0	5.2	4.7	+0.8	+1.3
1962	6.7	5.4	5.5	+1.3	+1.2
1963	7.0	5.8	5.7	+1.2	+1.3
1964	6.3	5.7	5.2	+0.6	+1.1
1965	5.3	4.9	4.5	+0.4	+0.8
1966	4.3	4.2	3.8	+0.1	+0.5
1967	4.6	4.0	3.8	+0.6	+0.8
1968	4.6	4.0	3.6	+0.6	+1.0
1969	4.6	3 9	3.5	+0.7	+1.1
1970	6.3	5.3	4.9	+1.0	+1.4
1971	8.5	7.0	6.0	+1.5	+2.5
1972	7.9	7.2	5.6	+0.7	+2.3

Two things are evident from this table and the chart at the end of the section; first, after the 1961 recession the recovery of both the state and the SMSA lagged behind that of the nation by almost two years; second, that this same pattern is repeating itself in the present recovery.

An examination of the monthly unemployment rates for the SMSA, the state and the nation for 1972 show a tendency for the gap between the SMSA and the state to narrow and a less prominent reduction in the differential between unemployment rates in the SMSA and the nation.

Monthly Unadjusted Unemployment Rates for the SMSA,
State and Nation - 1972

Month	Unemployment Rates			Difference in Percentage Points	
	SMSA	Mass.	U.S.	SMSA and Mass.	SMSA and U.S.
January	8.1	7.3	6.4	+0.9	+1.7
February	8.7	7.6	6.4	+1.1	+2.3
March	9.2	7.8	6.1	+1.4	+3.1
April	8.9	7.5	5.5	+1.4	+3.4
May	8.0	7.1	5.1	+0.9	+2.9
June	8.8	8.2	6.2	+0.6	+2.6
July	8.6	8.2	5.8	+0.4	+2.8
August	8.0	7.3	5.5	+0.7	+2.5
September	6.7	6.5	5.4	+0.2	+1.3
October	6.5	6.1	5.1	+0.4	+1.4
November	6.9	6.6	4.9	+0.3	+2.0
December	6.5	6.6	4.7	-0.1	+1.8

During 1972 the number unemployed averaged 17,600 ,peaking in March and April when employment was at its nadir. Unemployment began to decline noticeably after the seasonal high in July as employment edged upwards and a large group of workers withdrew from the labor force.

Over the year, less than 50 percent of those enumerated as unemployed were collecting regular unemployment insurance benefits. Another 23 percent were estimated to have exhausted regular benefits but still be unemployed and almost all of these were collecting some form of extended benefits. The next largest group of unemployed were those just entering or reentering the labor market (20 percent). This influx of new workers was depressed by the persistent lack of job opportunities.

Males comprised 57 percent of those collecting unemployment benefits, but had a lower unemployment rate than women. Also the current slumps differential impact on the industries of the SMSA was very evident in the 1972 claims load. Manufacturing employees accounted for 39 percent of the claims load but only 29 percent of the unemployed. The largest number of manufacturing claims were filed by workers from the nonelectrical and electrical machinery, textiles, apparel, paper and printing industries.

Workers from nonmanufacturing industries filed 60 percent of all claims, but 63 percent of all employment. The largest blocks were from the construction and trade sectors, both of which accounted for much larger percentages of unemployment than of employment.

A reduction in claims occurred between spring and the end of the year with the largest reductions being claims that had been filed by workers previously employed in manufacturing, particularly in the nonelectrical and electrical machinery, apparel, paper and printing industries.

6. Universe of Need for Manpower Services

The "Universe of Need for Manpower Services" represents an attempt to measure the past and estimate the future needs for manpower services in the SMSA. It is composed of three basic groups: (1) the unemployed, people without jobs who are willing, able, and actively looking for work; (2) the underutilized workers, people employed part-time but who want full-time employment or those whose full-time earnings do not pay them a wage high enough to sustain the family above the poverty level; and (3) persons not in the labor force who should be.

The "Universe of Need" for the SMSA was estimated at 78,000 individuals in 1972 and projected at 79,100 for FY '74. Although the totals show little change, the distribution of people in various categories is quite different. The unemployed dropped from 72.0 percent of the total to 56.9 percent, while the number of people not in the labor force who should be rose significantly. The number of nonpoor needing service declined while the number of poor increased.

The major inputs for the estimates are derived from the most recent annual average employment and unemployment data and the population details from the 1970 Census. Some necessary labor force information available only in the April 1970 Census must be used with great care for several reasons: one, in the two and a half years since the data was collected it has become obvious that the minority groups, especially the Spanish speaking, were undercounted in large numbers; and secondly there was a major structural shift in the economy as the recession took hold. At the time the census was conducted the area's unemployment rate was still below 5 percent and labor force participation rates developed in 1970, obviously can no longer be applied after more than two years of rates well over six percent.

The differences between the 1972 and the 1974 estimates of need relate directly to the economic metamorphosis taking place throughout 1972 and attempts to project its impact through 1974. The fall of 1972 saw the beginning of a gradual economic upturn and, at the same time the withdrawal of a large number of unemployed from the job market. By late in the year there were an estimated 20,000 people in the area who should have been in the labor force if the economy had continued in the direction of the late sixties. Better than half of these workers had been working in 1970 and the remainder had failed to enter or reenter the labor market since then.

Therefore, the projected 79,100 people in the "Universe of Need" through 1974 reflects a decline in the average monthly number of unemployed from over 18,000 to 15,000 and the concomitant increase in the number of people who should be in the labor force but are not. Most of those who are not in the labor force are both poor and disadvantaged.

7. Characteristics of the Disadvantaged

An estimated 17,100 people willineed manpower services through FY 74 as a result of being poor or a member of a poor family, and fitting one of the following criteria; 1) under 22 or over 45 years of age; 2) a school drop-out; 3) a member of a minority group; or 4) handicapped. The 1974 projection represents a 60 percent gain over the 1972 estimate. The actual jump is probably not this large since the 1974 projection attempts to correct for both the undercount of minority groups in the 1970 Census and their continued influx into the area, and the disproportionate effect of the recession on groups already at a disadvantage in the labor force.

In the SMSA the largest block of disadvantaged individuals are the minority group members. Enumerated at over 36,000 in 1970, the group probably numbered over 40,000, and has continued to increase faster then the white population of the area. This group often suffers from other handicaps such as; low educational levels, low skill levels, and language barriers.

Those adults without high school diplomas constitute another large group of the disadvantaged. Although the percentage of high school graduates in the population has been growing, the number of people who leave school without finishing continues to grow, augmented by an estimated 2,600 native drop-outs each year and a number of immigrants with low educational achievement. The lack of education is particularly acute amongst the Spanish speaking. There also were approximately 3,000 potential WIN applicants amongst the 11,400 adult welfare recipients.

8. Characteristics of the Individuals Other than the Disadvantaged in the Universe of Need

Almost 75 percent of those in the "universe of need" will not be poor, although about a third of these exist close to poverty. Most of the non-disadvantaged are workers who will suffer from being unemployed at sometime during 1974. Many will be conditioned to lay offs by industries

historically characterized by seasonal unemployment: apparel, leather, specialty nondurable manufacturing, construction, trade and some service industries, and are not interested in changing employers. A larger number of the unemployed will be actively looking for work. Many of these will be new entrants or reentrants who had previously withdrawn from or delayed entering the labor market during the recession.

9. Barriers to Employment of the Disadvantaged

The foremost obstacle to employment is the SMSA's lack of jobs. The 14,000 job deficit created since 1970, precludes any significant increase in labor market participation.

Language is an important employment barrier to a large number of Spanish speaking individuals whose cultural disadvantages are further complicated by a lack of education, a frustration with the local school systems, and a lack of marketable skills.

All of the poor are hampered by the areas'lack of convenient public transportation, and day care centers. These workers are forced to rely on their own resources for these needs and thus are usually severely restricted in their employment choices.

The area's older workers especially those displaced from old nondurable manufacturing industries, are also amongst those disadvantaged in their employment search. The institutional disadvantages of age caused by the pension and health systems are often compounded by a deficient general education, inflexability caused by years of work at an absolete skill and geographic immobility.

Table [illegible]

Table 2

Distribution of Population by Race and Municipality for the Springfield - Chicopee - Holyoke SMSA 1970 Census Data

Areas	Total Population	Non-White	Negro	Other	Spanish* Language	Total# Minority Population	Percent# Minority
Total	529,922	25,893	24,152	1,741	10,350	36,243	6.8
Agawan	21,717	79	48	31	140	219	1.0
Chicopee	66,676	1,558	1,246	312	899	2,457	3.7
E. Longmeadow	13,029	48	40	8	62	110	0.8
Easthampton	13,012	29	8	21	116	145	1.1
Granby	5,473	34	19	15	9	43	0.8
Hadley	3,750	--	--	--	4	4	0.1
Hampden	4,570	8	1	7	--	8	0.2
Holyoke	50,112	1,254	1,127	127	1,870	3,124	6.2
Longmeadow	15,630	88	44	44	28	116	0.7
Ludlow	17,580	48	6	42	110	158	0.9
Munson	7,355	67	57	10	35	102	1.4
Northampton	29,664	304	181	123	180	484	1.6
Palmer	11,680	48	33	15	--	48	0.4
Somers, Ct.	6,893	399	397	2	36	435	6.3
S. Hadley	17,033	121	59	62	92	213	1.3
Southwick	6,330	24	19	5	45	69	1.1
Springfield	163,905	21,387	20,673	714	5,456	26,843	16.4
Warren	3,635	21	6	15	--	21	0.6
W. Springfield	31,433	176	117	59	323	499	1.8
Westfield	28,461	164	47	117	819	983	3.1
Wilbraham	11,984	36	24	12	126	162	1.4

Source: 1970 U. S. Census

* Persons of Spanish language are usually considered white.

# Total minority figures are the sum of Negro, other and Spanish speaking and does represent some double counting of nonwhite Spanish speaking.

Table 3

Labor Force Characteristics
by City and Town
for the Springfield-Chicopee-Holyoke SMSA
1970 Census Data

	Total	Male			Female		
	Labor Force (Col.2&Col.5)	Labor Force	Number Unemployed	Unemployment Rate	Labor Force	Number Unemployed	Unemployment Rate
SMSA	223,421	134,863	4,676	3.5	88,558	4,498	5.1
Agawam	9,782	6,154	167	4.7	3,628	241	6.7
Chicopee	29,853	18,993	454	3.0	10,860	702	6.6
E. Longmeadow	5,332	3,311	34	1.0	2,021	65	3.2
Easthampton	6,001	3,555	124	4.0	2,446	61	2.5
Granby	2,180	1,420	23	1.7	760	62	8.2
Hadley	1,868	1,115	13	1.2	753	32	4.5
Hampden	1,706	1,175	31	2.7	531	33	6.2
Holyoke	20,504	12,088	518	4.4	8,416	564	6.7
Longmeadow	5,778	3,923	52	1.3	1,855	52	2.8
Ludlow	8,159	4,789	172	3.6	3,370	190	5.6
Monson	2,602	1,617	70	4.4	985	40	4.1
Northampton	12,027	6,377	220	3.5	5,650	163	2.9
Palmer	5,161	3,126	103	3.3	2,035	83	4.1
Somers, Conn.	2,356	1,575	57	3.6	781	39	5.0
S. Hadley	7,048	3,945	99	2.6	3,103	151	4.9
Southwick	2,617	1,776	33	2.0	841	47	5.6
Springfield	68,221	40,008	1,887	4.8	28,213	1,367	4.8
Warren	1,580	950	36	3.8	630	7	1.1
Westfield	13,117	8,103	228	2.8	5,014	303	6.0
W. Springfield	12,775	7,753	270	3.5	5,022	253	5.0
Wilbraham	4,754	3,110	67	2.2	1,644	41	2.5

Source: U.S. Census 1970

Table 4

Female Labor Force Characteristics
by City and Town
For The Springfield-Chicopee-Holyoke SMSA
1970 Census Data

	Female Population	Civilian Female Labor Force	Percent of Females Over 16 Years of Age in Labor Force	Civilian Employed	Percent Employed in Prof., Tech., Managerial Job	Unem-ployment Rate
Agawam	11,090	3,623	46.1	3,382	19.9	6.7
Chicopee	33,594	10,673	43.7	9,971	13.7	6.6
East Longmeadow	6,705	2,021	43.9	1,956	20.6	3.2
Easthampton	6,737	2,446	48.4	2,385	13.9	2.5
Granby	2,646	760	45.5	698	25.6	8.2
Hadley	1,835	753	55.0	719	23.5	4.5
Hampden	2,323	531	36.1	498	27.1	6.2
Holyoke	26,914	8,399	42.2	7,835	20.4	6.7
Longmeadow	8,254	1,855	32.3	1,803	33.3	2.8
Ludlow	9,002	3,364	54.7	3,174	12.4	5.6
Monson	3,742	985	36.3	945	26.1	4.1
Northampton	16,429	5,650	43.1	5,487	24.4	2.9
Palmer	6,089	2,035	47.2	1,952	13.4	4.1
Somers, Conn.	2,983	781	38.5	742	21.6	5.0
South Hadley	9,689	3,094	41.9	2,943	23.8	4.9
Southwick	3,107	841	41.2	794	16.9	5.6
Springfield	86,622	28,202	44.4	26,841	18.5	4.8
Warren	1,846	603	50.1	623	9.2	1.1
Westfield	16,503	5,014	42.8	4,711	19.7	6.0
West Springfield	14,719	5,017	46.8	4,764	11.1	5.0
Wilbraham	6,012	1,644	40.5	1,603	24.5	2.5
Total SMSA	276,841	88,318	44.2	83,826	18.6	5.1

Source: U. S. Census 1970

Table 5

Labor Force Characteristics by Municipality
Occupation

	16 yrs. old and over	Prof., Tech. & Managerial	Sales	Clerical	Craftsman	Operatives	Transport. Equipment	Laborers	Service Workers
Agawam	9,283	2,273	818	1,812	1,526	1,413	295	286	759
Chicopee	24,422	3,701	1,349	4,319	3,757	6,381	783	891	3,104
E. Longmeadow	5,220	1,582	507	1,155	790	565	125	125	344
Easthampton	5,791	993	283	1,058	837	1,464	136	164	797
Granby	2,016	538	116	307	358	304	67	47	209
Hadley	1,809	454	54	281	242	181	59	69	230
Hampden	1,633	501	128	216	280	215	84	32	163
Holyoke	19,197	3,946	1,129	3,377	2,437	4,125	563	782	2,616
Longmeadow	5,646	2,966	816	810	377	195	31	64	304
Ludlow	7,719	1,180	564	1,398	1,444	1,769	289	261	730
Monson	2,472	650	120	356	360	426	78	74	372
Northampton	11,622	3,027	712	2,117	1,297	1,386	260	369	2,290
Palmer	4,970	772	272	733	902	1,341	226	149	501
Somer, Conn.	2,256	679	238	341	294	297	72	59	168
S. Hadley	6,670	1,686	379	1,327	953	1,025	252	167	810
Southwick	2,409	482	109	313	483	474	140	75	232
Springfield	64,527	12,723	5,456	13,311	8,485	10,283	2,239	2,746	8,629
Warren	1,537	199	37	268	231	538	43	49	146
Westfield	12,526	2,911	993	2,293	1,873	2,172	330	413	1,379
W. Springfield	12,162	3,370	1,072	2,418	1,786	1,400	445	335	1,270
Wilbraham	4,631	1,863	435	754	571	451	81	89	324
Total SMSA	208,518	46,496	15,587	38,964	29,283	36,405	6,598	7,246	25,377

Source: U.S. Census, Table P-3

Table 6

Commuting Patterns for SMSA Residents by Municipality

	All Workers	Inside SMSA								Outside SMSA
		Total	Springfield City	Chicopee City	Holyoke City	Remainder of Hampden Ct. Inner Ring	Hampshire Ct. Inner Ring	Hampden & Hampshire Cts. Outer Ring	Worcester Ct. & Sommers Ct.	
Agawam	9,148	6,816	2,533	308	256	3,557	40	116	6	1,835
Chicopee	28,062	24,390	4,949	13,353	2,979	2,186	706	204	13	1,952
E. Longmeadow	5,163	4,117	2,105	114	66	1.736	36	47	13	757
Easthampton	5,641	4,362	289	170	305	325	2,367	906	-	809
Granby	2,003	1,751	290	314	397	102	606	42	-	202
Hadley	1,789	963	14	32	40	42	582	253	-	678
Hampden	1,503	1,231	549	41	6	356	6	259	14	182
Holyoke	19,059	16,230	1,358	1,583	11,220	985	773	311	-	1,408
Longmeadow	5,603	4,447	2,322	196	114	1,741	38	29	7	859
Ludlow	7,758	6,709	3,113	739	171	2,362	105	193	26	659
Monson	2,480	1,917	336	35	-	170	8	1,344	24	397
Northampton	11,401	9,019	410	209	219	229	475	7,477	-	1,523
Palmer	4,884	3,860	721	76	47	297	30	2,613	76	805
Somers Ct.	2,153	921	265	13	-	198	14	18	413	1,067
S. Hadley	6,744	5,956	520	736	2,189	305	2,124	82	-	494
Southwick	2,440	1,443	246	24	13	655	12	493	-	939
Springfield	63,296	52,529	39,850	3,211	985	7,600	343	506	34	5,781
Warren	1,498	781	69	39	33	72	32	141	395	596
Westfield	12,321	10,437	1,078	260	345	8,239	328	181	6	1,382
W. Springfield	12,089	10,490	4,115	551	468	5,223	54	56	23	1,200
Wilbraham	4,580	3,814	1,935	227	67	1,351	59	162	13	602
SMSA	209,615	172,183	67,067	22,231	19,920	37,731	8,738	15,433	1,063	24,127

Source: U.S. Census: Table P-2

Table 7

Characteristics for Selected Census Tracts*
Springfield-Chicopee-Holyoke SMSA

	Total SMSA	Selected Springfield Tracts	Selected Holyoke Tracts
Total Population	529,890	51,396	19,092
Negro	24,153	15,175	917
Spanish Speaking	10,350	4,580	1,590
Median school years completed	12.1	10.5	9.1
Percent living outside the SMSA in 1965	12.1	14.7	13.9
Percent of males, 16 years old and over in the labor force	77.7	68.2	73.3
Male Civilian Unemployment Rate	3.6	7.7	6.4
Percent of females, 16 years old and over in the labor force	44.2	39.0	38.1
Female Civilian Unemployment Rate	5.1	6.4	10.1
Percent of familiew with income below poverty	6.7	20.0	20.1

* The population of these tracts was reported to have at least twice as high an incidence of poverty as the SMSA.
Source: 1970 U.S. Census

Chart 3

Manufacturing Employment for Selected Industries
1962-1974
Springfield-Chicopee-Holyoke SMSA
(in 000's)

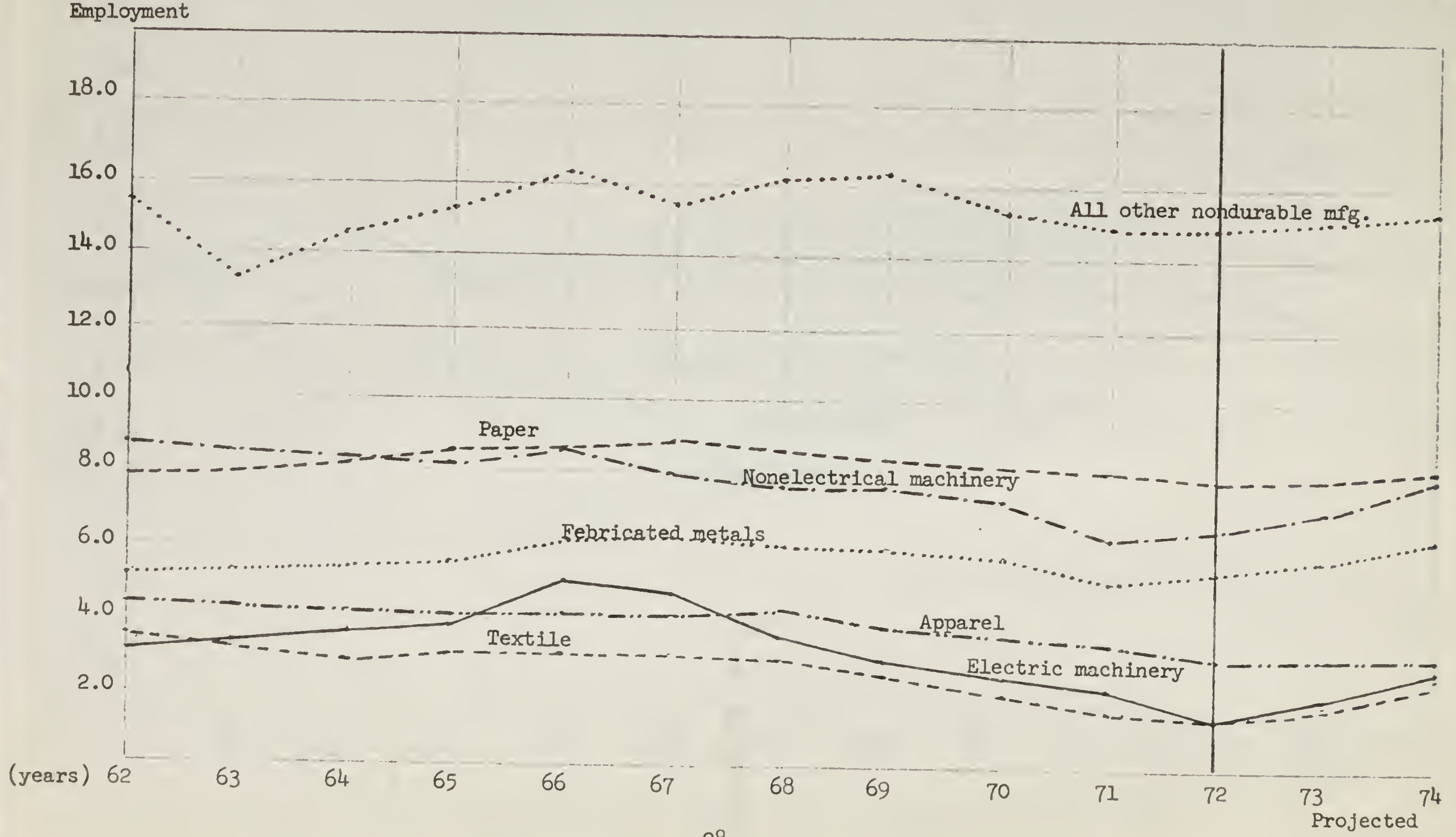


Chart 4

Unemployment Rates
Annual Averages 1962-1972

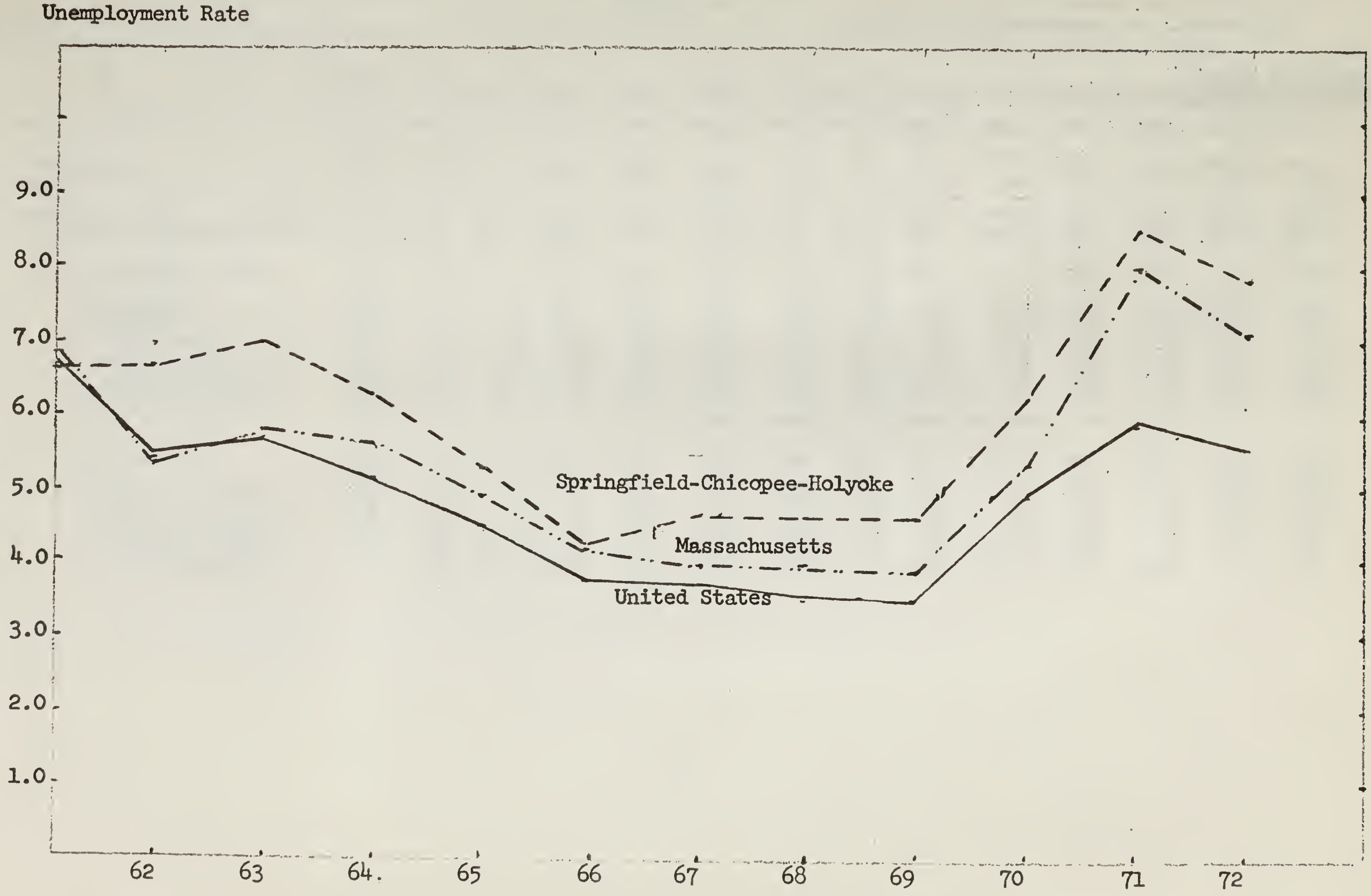


Table 8
1972

ANNUAL LABOR AREA WORK FORCE REPORT (in 000's)

SPRINGFIELD-CHICOPEE-HOLYOKE, MASSACHUSETTS SMSA

Item	Jan. R/	Feb. R/	March R/	April R/	May R/	June R/	July R/	Aug. R/	Sept. R/	Oct. R/	Nov. R/	Dec. R/	Annual Average 1972R/	Annual Average 1971	Percent Change 1971-'72
1. Civilian Work Force	218.8	219.5	221.1	222.9	222.4	227.0	227.0	224.1	218.9	219.3	219.9	220.1	221.8	223.5	- 0.8
2. Unemployment	17.8	19.2	20.4	19.9	17.7	19.9	19.6	18.0	14.7	14.3	15.1	14.4	17.6	19.0	- 7.4
Percent of Work Force	8.1	8.7	9.2	8.9	8.0	8.8	8.6	8.0	6.7	6.5	6.9	6.5	7.9	8.5	xx
3. Employment - Total	201.0	200.2	200.7	202.9	204.7	207.1	207.4	206.1	204.2	205.0	204.8	205.0	204.1	204.0	*
a. Nonagricultural Wage & Salary	186.5	185.7	185.8	188.1	188.3	190.8	188.9	189.4	189.5	190.2	190.5	190.8	188.7	188.0	+ 0.4
(1) Manufacturing - Total	59.8	59.8	59.7	59.8	59.5	60.8	59.1	59.8	60.1	60.7	61.2	60.6	60.1	60.6	- 0.8
Durable Goods	24.1	23.7	23.6	23.3	23.4	23.8	23.5	23.2	23.6	24.1	24.2	23.9	23.7	23.9	- 0.8
Ordnance	2.4	2.4	2.5	2.5	2.4	2.5	2.5	2.3	2.5	2.5	2.5	1.8[a]	2.4	2.4	0
Primary Metals	2.5	2.5	2.5	2.5	2.6	2.7	2.6	2.7	2.6	2.7	2.7	2.8	2.6	2.5	+ 4.0
Fabricated Metals	5.3	5.3	5.3	5.3	5.3	5.4	5.2	5.2	5.3	5.6	5.6	5.6	5.4	5.3	+ 1.9
Machinery (exc. elec.)	6.3	6.3	6.3	6.4	6.5	6.5	6.6	6.5	6.6	6.7	6.8	7.0	6.5	6.3	+ 3.2
Electrical Machinery	2.1	1.7	1.6	1.5	1.5	1.5	1.4	1.3	1.4	1.4	1.4	1.5	1.5	2.2	-31.8
Other Durables 1/	5.5	5.5	5.4	5.1	5.1	5.2	5.2	5.2	5.2	5.2	5.2	5.2	5.3	5.2	+ 1.9
Nondurable Goods	35.7	36.1	36.1	36.5	36.1	37.0	35.6	36.6	36.5	36.7	37.0	36.7	36.4	36.7	- 0.8
Food	2.8	2.7	2.8	2.7	2.7	2.7	2.7	2.7	2.7	2.6	2.6	2.6	2.7	2.8	- 3.6
Textile Mill Products	1.6	1.6	1.6	1.7	1.6	1.7	1.6	1.6	1.5	1.6	1.7	1.7	1.6	1.7	- 5.9
Apparel	3.5	3.7	3.6	3.6	3.6	3.7	3.3	3.5	3.5	3.6	3.6	3.5	3.6	3.6	0
Paper & Paper Products	7.8	7.8	7.8	7.8	7.8	8.0	7.8	7.9	7.9	7.8	8.0	8.0	7.9	7.9	0
Printing & Publishing	5.3	5.5	5.5	5.8	5.7	5.9	6.0	6.0	5.8	5.9	5.8	5.5	5.7	5.7	0
Other Nondurables 2/	14.7	14.8	14.8	14.9	14.7	15.0	14.2	14.9	15.1	15.1	15.3	15.4	14.9	15.0	- 0.7

Table 8
1972

ANNUAL LABOR AREA WORK FORCE REPORT(in 000's) SPRINGFIELD-CHICOPEE-HOLYOKE, MASSACHUSETTS SMSA

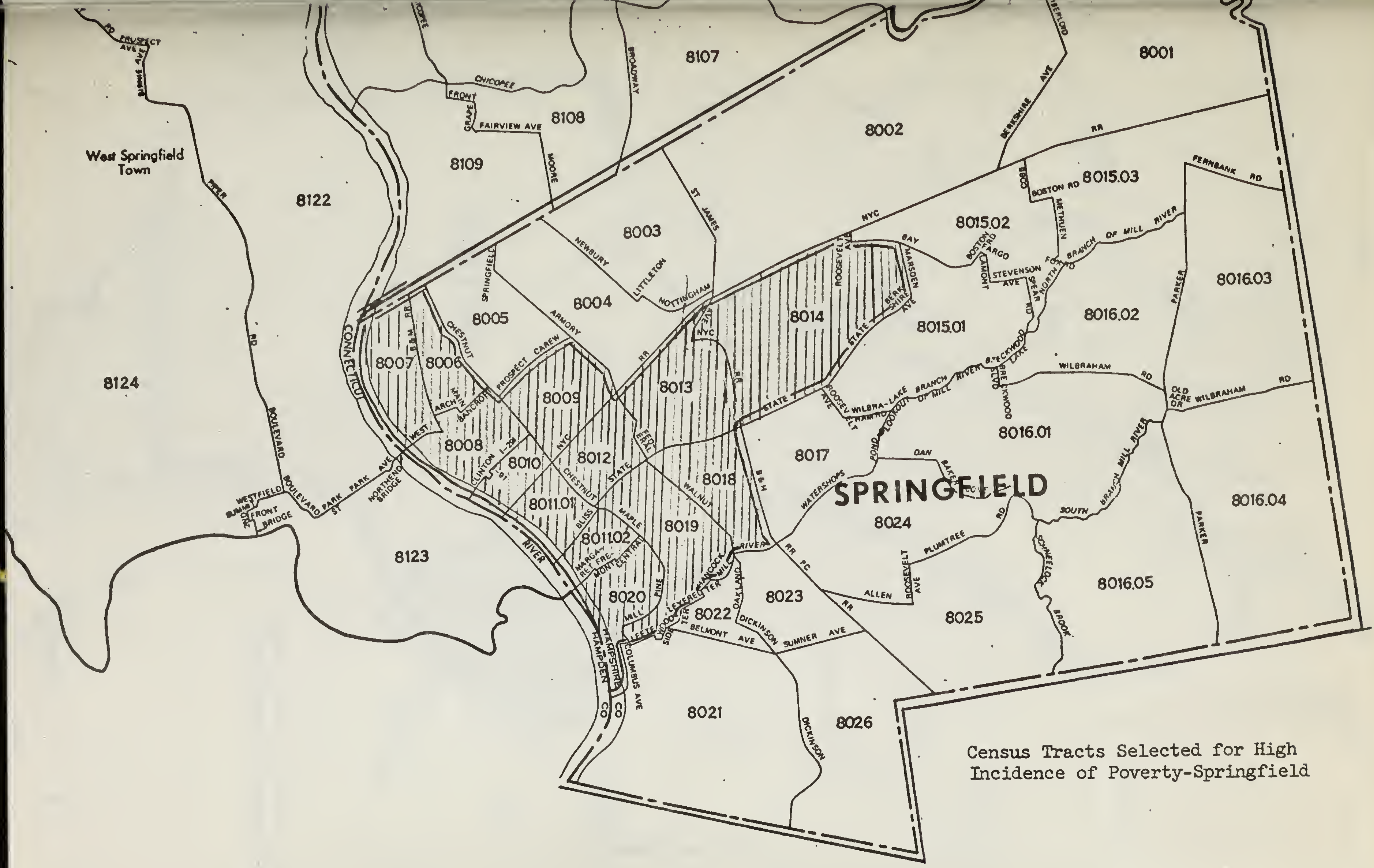
Item	Jan. R/	Feb. R/	March R/	April R/	May R/	June R/	July R/	Aug. R/	Sept. R/	Oct. R/	Nov. R/	Dec. R/	Annual Average 1972 R/	Annual Average 1971	Percent Change 1971-'72
(2) Nonmanufacturing-Total	126.7	125.9	126.1	128.3	128.8	130.0	129.8	129.6	129.4	129.5	129.3	130.2	128.6	127.4	+ 0.9
Contract Construction	7.1	6.7	6.8	7.6	8.0	8.4	8.7	8.9	8.9	8.8	8.5	8.0	8.0	7.7	+ 3.9
Trans., Comm., Utilites	8.8	9.0	9.0	8.8	8.9	9.1	9.0	9.0	9.1	8.8	8.8	8.7	8.9	8.9	0
Wholesale and Retail Trade	39.5	38.6	38.8	39.4	39.4	39.6	38.9	38.8	39.3	39.5	39.6	40.9	39.4	39.7	- 0.8
Finance, Insurance, and Real Estate	9.5	9.5	9.5	9.6	9.6	9.7	9.7	9.8	9.6	9.7	9.7	9.8	9.7	9.6	+ 1.0
Service, Misc., Mining	35.4	35.4	35.5	36.5	36.4	36.6	36.3	35.9	35.9	35.9	35.7	35.8	35.9	35.5	+ 1.1
Government - Total	26.4	26.7	26.5	26.4	26.5	25.6	27.2	27.2	26.6	26.8	27.0	27.0	26.7	26.0	+ 2.7
b. All Other Nonagricultural Employment 3/	13.7	13.7	14.1	13.8	14.4	14.1	14.3	14.2	13.2	13.4	13.3	13.3	13.8	14.2	- 2.8
c. Agriculture	0.8	0.8	0.8	1.0	2.0	2.2	4.2	2.5	1.5	1.4	1.0	0.9	1.6	1.8	-11.1
4. Labor Disputes	0	0.1	0	0.1	0	0	0	0	0	0	0	0.7	0.1	0.5	-80.0
5. Insured Unemployment UI	10.7	10.1	10.0	9.0	8.5	8.0	8.8	8.3	6.5	6.5	6.5	6.7	8.3	9.9	-16.2
a. Percent of Insured Work Force	6.4	6.1	6.1	5.4	5.1	4.8	5.3	5.0	3.9	3.9	3.9	4.0	5.0	6.4	xx

---

1/ Includes SIC: 24,25, 32,38
2/ Includes SIC: 21,28,29,30,31,39
3/ Includes nonagricultural self-employed, unpaid family workers and domestic workers in private households
R/ Revised January through December
s Strike
* Less than 0.05

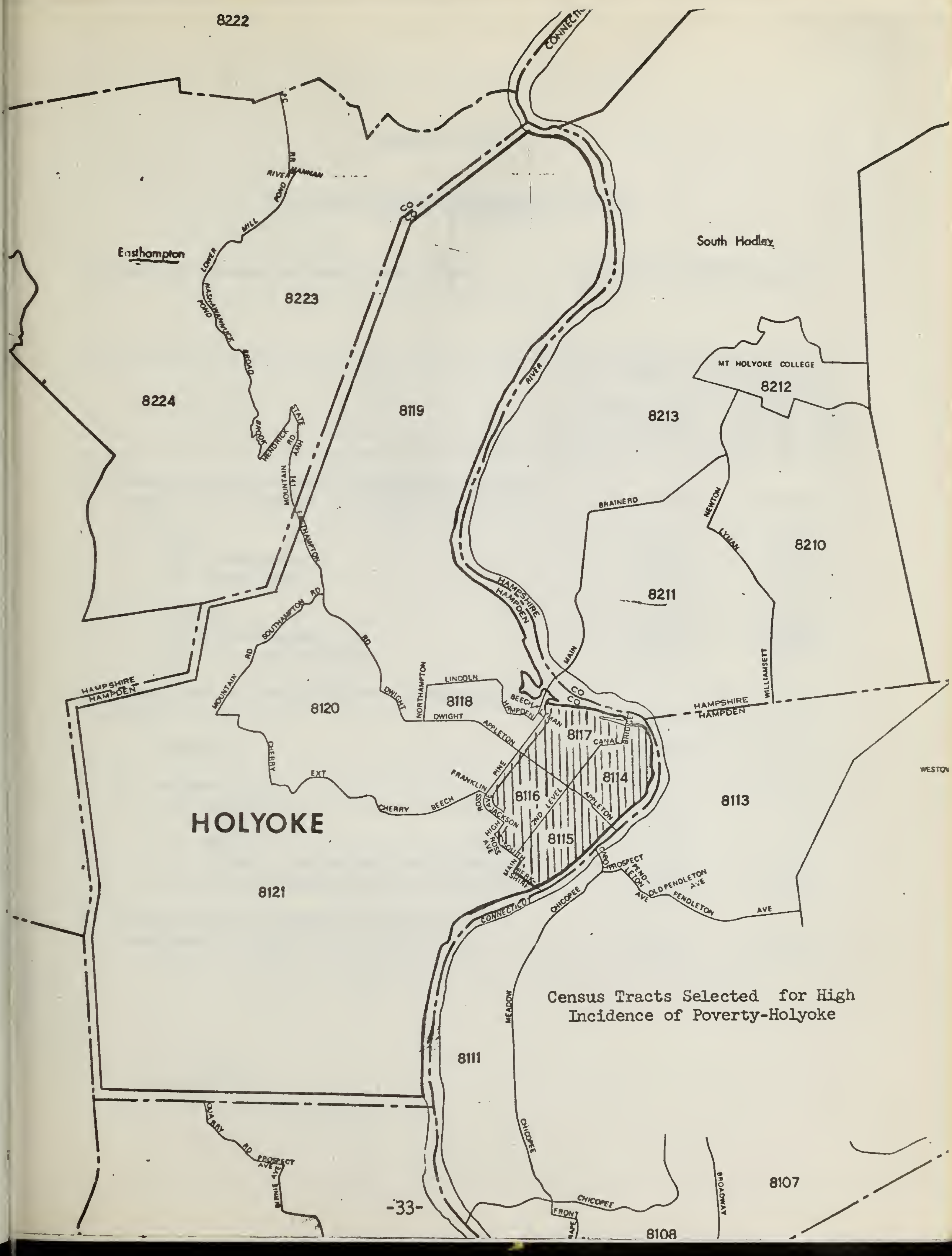
APPENDIX

8001
8107



Census Tracts Selected for High Incidence of Poverty-Springfield

1970 Census of Population and Housing
CENSUS TRACTS
SPRINGFIELD-CHICOPEE-HOLYOKE, MASS.-CONN.
STANDARD METROPOLITAN STATISTICAL AREA AND ADJACENT AREA
Final Report PHC(1)-205



Census Tracts Selected for High Incidence of Poverty-Holyoke

Appendix Table 1

Universe of Need for Manpower Services
Fiscal Year 1972

Springfield-Chicopee-Holyoke, Mass. SMSA   Based Period Used CY 1972

	Number of Individuals	
	Base Period CY 1972	Planning Assumptions for FY 1974
	I	II
1. Total Universe of Need for Manpower Services (Number of difference individuals in year)	77,884	79,100
a. Poor	12,618	19,300
(1) Disadvantaged	10,443	17,100
(2) Other Poor	2,175	2,200
b. Nonpoor	65,266	59,800
(1) Near-Poverty	17,070	18,900
(2) All Other Nonpoor	48,196	40,900
2. Unemployed and Underutilized Disadvantaged, Total	10,443	17,100
a. Unemployed	2,600	2,600
b. Underutilized	7,843	14,500
(1) Employed part-time for economic reasons	2,102	2,100
(2) Employed full-time but with family income at or below poverty level	2,372	2,400
(3) Not in labor force but should be	3,369	10,000
3. Total Number of Different Individuals Unemployed in Year	56,100	45,000

Appendix Table 2

Springfield-Chicopee-Holyoke, Massachusetts SMSA
Plan of Service Manpower Data Summary

Base Period Used: FY 1972 | For Fiscal Year 1974

Item	Number of Individuals SMSA Total*
1. Total Civilian Population (as of 1970)#	529,920
a. Age Distribution:	
16 through 21 years	58,820
22 through 44 years	141,490
45 years and over	174,870
b. Members of Minority - Total (including Spanish)	36,255
16 years and over	20,577
2. Total Civilian Work Force (12 month average for year ending 1972)	222,800
a. Employed, (total - 12 month average)	204,100
(1) Nonfarm wage and salary workers	202,500
b. Unemployed (12 month average)	18,700
(1) Unemployment rate	8.4
3. Universe of Need for Manpower Services for Fiscal Year Ending 1974 (Number of different individuals in year)	77,890
a. Poor	12,620
(1) Disadvantaged	10,440
(2) Other Poor	2,180
b. Nonpoor	65,270
(1) Near-poverty	17,070
(2) All Other Nonpoor	48,200
4. Unemployed & Underutilized Disadvantaged: by Category (12 month average)	10,440
a. Unemployed	2,600
b. Underutilized	7,840
(1) Employed part-time for economic reasons	2,100
(2) Employed full-time, but with family income at or below poverty level	2,370
(3) Not in labor force but should be	3,370
5. Welfare Recipients (adults)	11,400
6. Estimated School Dropouts (Forecast Period)	2,600
7. Estimated Number of Veterans Needing Manpower Services (Forecast Period)	7,000
a. Number of Vietnam-Era Veterans Needing Manpower Services (Forecast Period)	3,220
8. Est. No. of Minorities Need Manpower Services	1,450
9. Total Number of different individuals unemployed during the year	56,100

# Rounded to 10

* Based on 1970 Census Data

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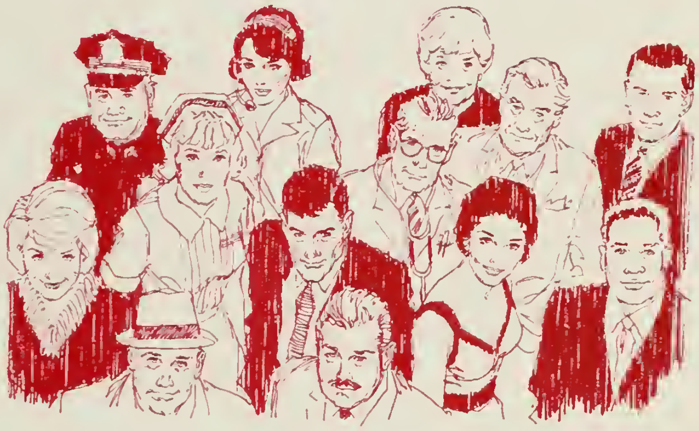
Government Documents
Collection
[illegible]
University of Massachusetts

ANNUAL MANPOWER PLANNING REPORT

January 1974



Springfield-Chicopee-Holyoke, Massachusetts SMSA

THE COMMONWEALTH OF MASSACHUSETTS
DIVISION OF EMPLOYMENT SECURITY
RICHARD C. GILLILAND, DIRECTOR
AFFILIATED WITH MANPOWER ADMINISTRATION
U.S. DEPARTMENT OF LABOR

ANNUAL MANPOWER PLANNING REPORT

STANDARD METROPOLITAN STATISTICAL AREA

SPRINGFIELD-CHICOPEE-HOLYOKE, MASSACHUSETTS-CONNECTICUT

January 1974

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1. Highlights and Conclusions

Similar to other areas, the tendency of population shifts between the 1960 and 1970 Census for the Springfield-Chicopee-Holyoke SMSA was from the cities to the surrounding towns. The SMSA's nonwhite population, which grew significantly between the two Censuses, approximates 26,000 and is the second largest of the State's ten SMSA's. In addition, over 10,000 Spanish-speaking individuals constitute another sizeable minority group, which, like the nonwhite, is plagued by diverse problems such as poverty-income levels, high unemployment, and high incidence of crime.

The "Universe of Need" for Fiscal Year 1975 is estimated to be 77,300 individuals. This total includes 13,600 disadvantaged, 1,900 other poor persons, and 61,800 nonpoor individuals, of which 17,600 are at near-poverty income levels. The majority of those needing manpower services will be unemployed at lease once during the fiscal year, while a large number (10,800) will be considered as persons who should be in the labor force but are not. Another segment numbering 5,800 will be employed part-time for economic reasons, while it is estimated that 4,000 individuals will be employed full-time but with family income below the poverty level.

While the area's employment increased between 1972 and 1973 by 2,400, the increase in jobseekers kept the unemployment total at approximately the same level as in 1972. As a result, the annual average unemployment rate for the two years was the same (6.6 percent). Almost the entire gain in employment between 1972 and 1973 was attributable to expansion in the manufacturing sector. The outlook for 1974 is clouded by possible effects of a recent shortage of energy sources, principally oil, and a rapid rate of inflation. The Springfield SMSA, however, is highly diversified and seems to be less susceptible to severe economic downturns than many other areas.

2. Definition of Area

a. Location and Geographical Features. Information will be provided in this section on the municipalities which comprise the SMSA, the municipalities which border it, the land area, and geographical features. The Springfield-Chicopee-Holyoke SMSA is the second largest of the ten Standard Metropolitan Statistical Areas of the Commonwealth of Massachusetts. The SMSA is defined in general as "that area surrounding a commercial-industrial center which is so economically, politically, and socially integrated that is presents itself as a unified area".

1. Cities and Towns. The SMSA is comprised of five cities and fifteen towns. The five cities are Springfield, Chicopee, Holyoke, Westfield, all located in Hampden County, and Northampton located in Hampshire County. The fifteen towns are Agawam, East Longmeadow, Hampden, Longmeadow, Ludlow, Monson, Palmer, Southwick, West Springfield, and Wilbraham, all in Hampden County; Easthampton, Granby, Hadley, and South Hadley, in Hampshire County; Warren in Worcester County; all in Massachusetts and Somers in Tolland County, Connecticut. In 1960, the SMSA consisted of five cities and eleven towns, to which the U.S. Bureau of the Budget in 1963 added the towns of Granby, Hampden, and Southwick, in Massachusetts and Somers, Connecticut.

2. Boundaries. The Springfield-Chicopee-Holyoke SMSA is bordered in Massachusetts on the northeast by Amherst, Belchertown, and Ware in Hampshire County; on the northwest by Southampton, Westhampton, Williamsburg, and Hatfield also in Hampshire County; on the southwest by Granville, Russell, and Montgomery in Hampden County; and on the southeast by Brookfield and West Brookfield in Worcester County and Brimfield and Wales in Hampden County. In Connecticut, the SMSA is bordered on the Southeast by Stafford and Ellington in Tolland County; on the south by Colebrook in Litchfield County, and by Hartland, Granby, Suffield and Enfield in Hartford County.

3. Land Area. The Springfield-Chicopee-Holyoke SMSA has 534 square miles of land area, based on the geographical boundaries determined by the U.S. Bureau of Budget in 1963. Among the five cities of the SMSA, Westfield has the largest land area, with 46.85 square miles.

4. Other Geographical Features. The area has several mountain ranges of which the most famous are Mt. Tom and the Berkshire Hills. The SMSA has a very large river basin, known as Lower Pioneer Valley enclosed on both sides by scenic mountains, constituting an important natural resource area of the State. The Connecticut River, the largest in New England, flows through the heart of the SMSA from North to South, while two of the largest tributaries, the Chicopee and Westfield Rivers, flow through the Eastern and Western sections of the SMSA. In addition the area has a number of reservoirs, lakes, and ponds.

b. Economic Developments and Outlook During 1973, continued economic improvement added an annual average of 2,500 workers to the labor force, as seen in the following text table. At mid-December 1973, the Springfield-Chicopee-Holyoke SMSA had an employment total of 209,900, down 500 from mid-November, but 2,400 higher than the 207,500 employed at the mid-month survey period in the prior December. The annual average of the number of unemployed, however, increased slightly as the expanding economy was not quite able to absorb the additional workers drawn into it by economic improvement and natural growth of the labor force.

Resident Labor Force Annual Average - 1970 to 1973
Springfield-Chicopee-Holyoke, Massachusetts SMSA
(in 000's)

Item	1970	1971	1972	1973
Resident Labor Force	223.1	224.1	220.0	222.5
Unemployment	12.6	18.9	14.5	14.6
Percent of Labor Force	5.6	8.4	6.6	6.6
Employment*	210.5	205.2	205.5	207.9

* Includes workers involved in labor-management disputes.

Almost the entire gain in employment between 1972 and 1973 was attributable to expansion in the manufacturing sector. The level of manufacturing employment began to rise in the fall of 1972 and, except for seasonal layoffs during the winter months of late 1972 and early 1973, continued a strong upward trend through mid-October. A drop of 100 at mid-November and the effect of a strike involving over 2,000 workers at the Moore Drop Forging Company brought the climb to a halt. More information on the individual industries' developments and outlook is included in a later section.

Nonmanufacturing employment, in comparison, grew very slightly over the year. In fact, during five months in 1973 (April through July and the month of December) the sector's employment total was below that of the corresponding month in 1972. Nonmanufacturing employment, which grew by an average of approximately 1.8 percent per year between 1967 and 1972 only advanced by 100 to an annual average of 128,700. A combination of factors dropped the level of nonmanufacturing employment between mid-November and mid-December for the first year in more than a dozen.

The effects of the "energy crisis" and the resultant shortage of petrochemically-based materials has, up through mid-December, had minimal effect upon the Springfield SMSA. While no large layoff at the area's manufacturers have occurred, significant numbers of gas-station attendants and a limited number of automobile salesmen have become unemployed due to the shortage. However, severe problems may occur in the near future due to the number of direct and indirect effects which the shortage can bring.

The outlook for 1974 is clouded by the possible effects of the energy shortage. Although the continued high level of demand for the products manufactured in the SMSA (recreational products, metals, non-electrical machinery) is a positive factor, the cutback in supplies of materials and increased cost of energy will most probably stifle growth performance. At least for the next six months, a high rate of inflation combined with job insecurity may cut back consumer spending somewhat, affecting wholesale and retail trade. Thus, for the first six months of the year, the usual seasonal trend of a rise in employment should be reduced. Hopefully, readjustment and a lowered rate of inflation should accelerate employment over the last half of the year.

C. Population and Labor Force Characteristics and Trends The most recent information on the population of the SMSA is from the 1970 U.S. Census. Since that time it is most probable that the population of the SMSA has grown somewhat. While it is likely that the net effect may not be highly significant, the changes in populations of individual municipalities between the 1970 Census and the present could be great. As in other areas, between 1960 and 1970 the Springfield SMSA underwent a population shift from the cities to the surrounding towns. While the percentage decreases in the cities of Springfield (-6.1), Holyoke (-4.9), and Northampton (-1.3) were not large, the actual numbers of persons contributed to substantial population growth in certain towns of the SMSA. A table at the end of the section shows population change between the 1960 and 1970 Census.

The age distribution of the SMSA is shown in the table on the following page. Mainly because of the heavy concentration of colleges the SMSA has a slightly younger population than the State as a whole.

The Springfield SMSA has the second largest nonwhite population of the state's SMSA's, with its 25,905 nonwhites, or 4.9 percent of the SMSA's population, trailing only the Boston SMSA. Statewide, nonwhites comprise 3.7 percent of the population. In addition to the nonwhite population, the SMSA contains a sizeable Spanish-speaking population. Heavy migration of Spanish-speaking people increased their numbers to over 10,000 in 1970 from an estimated 1,000 in 1960. As a result, this group represents almost one-sixth of the Spanish-speaking population of the State.

Distribution of Population by Age and Sex
Springfield-Chicopee-Holyoke, Massachusetts* - Conn. SMSA
1970

	Number			Percent		
		Sex			Sex	
Age Group	Total	Male	Female	Total	Male	Female
All Ages	523,029*	249,171*	273,858*	100.0	100.0	100.0
0-15	153,281	78,192	75,089	29.3	31.4	27.4
16-21	57,908	26,032	31,876	11.1	10.4	11.6
22-44	139.407	68,199	71,208	26.6	27.4	26.0
45-64	114,979	54,609	60,370	22.0	21.9	22.1
65 and over	57,454	22,139	35,315	11.0	8.9	12.9

Source: U.S. Census
* Data given for only that part of SMSA in Massachusetts

Both the nonwhite and Spanish-speaking populations are centered in the cities, especially in the three largest cities. The city of Springfield contains 21,387 nonwhites (82.6 percent of the SMSA's total) and 5,456 Spanish speaking, while Holyoke has 1,254 nonwhites and 1,870 Spanish-speaking. Chicopee has a larger nonwhite population (1,558) than Holyoke, but considerably fewer Spanish-speaking (899). The Spanish-speaking population is very significant in Westfield (819) and West Springfield (323). In the larger cities the minority group populations tend to be concentrated in certain sections of the city, such as the Model Cities Neighborhoods of Springfield and Holyoke.

The minority group population has vastly different characteristics and more difficult problems than the population as a whole. A high incidence of poverty, high percentage of unemployment, and low level of educational attainment are, unfortunately, the case for the SMSA's minority group population. Evidence of the magnitude of such can be gleaned from the table on the following page.

A Comparison of Selected Characteristics
for Minority Groups and
Total Population

Characteristics	Total Population	Negro	Spanish
Number of Families*	130,056	5,254	2,070
Percentage of all families below the poverty level	6.7	23.6	28.5
Male Unemployment Rate	3.6	7.9	12.4
Median years of school completed	12.1	11.6	8.8
Percent of 25 years old and over high school graduates	53.5	46.0	32.2
Percent of 16-21 year olds not in school and without high school diploma	11.8	27.1	52.1

* Data given for only that part of SMSA in Massachusetts

The minority group population is considerably younger than the rest of the population as seen by the following tables. This is of utmost concern, as the situation will not be enhanced to any degree unless the large number of minority group youth reverse the distict trends of their elders. As Table 2 at the end of the section illustrates, the percentage of both male and female nonwhites and Spanish-American individuals below 16 years of age is markedly higher than in the rest of the population. Even the 16-21 years of age group is more heavily represented in the minority group population, despite the large numbers of college youth in the area.

Labor force participation rates do not differ very much between the minority group population and the population as a whole. As the following table shows, the labor force participation rate for those over 16 years of age ranges from 56.4 percent for the Spanish-American population to 59.8 percent for both the nonwhite and the total population. Although the female population is larger than the males', females account for less of the labor force and, therefore, a considerally lesser percentage. The greatest disparity between the two sexes occurs in the participation rates in the Spanish-American population, where slightly higher than one-third (34.8 percent) of the females over 16 years of age were in the labor force, as compared with 77.8 percent of the males. In the male population, the participation rates are extremely similar.

Labor Force Participation Data
Persons, 16 Years of Age and Over
Springfield-Chicopee-Holyoke SMSA*

Item	Both Sexes Total Population	 Non-White	 Spanish-American
Population	369,748	14,999	5,354
Labor Force	221,065	8,962	3,018
Participation Rate	59.8	59.8	56.4
		Males	
Population	170,979	6,644	2,688
Labor Force	133,288	5,172	2,091
Participation	78.0	77.8	77.8
		Females	
Population	198,769	8,355	2,666
Labor Force	87,777	3,790	927
Participation Rate	44.2	45.4	34.8

Source: 1970 U.S. Census
*. Data given for only that part of SMSA in Massachusetts

Census data show that the black population is underrepresented in white-collar and skilled craftsmen positions, and overrepresented in service jobs. The seemingly favorable proportion of women in professional occupations results from their predominance as elementary and secondary school teachers and in the nursing profession. Black women were over-represented in service occupations, with over one-fifth of the employed black women in such positions.

As in relating all 1970 Census data to the present, there has undoubtedly been some degree of change. However, changes in the occupational distribution are not believed to be very significant. In Table 3 at the end of the section, the 1970 Census data on minority employment and occupational distribution is compared to 1972 annual average work force employment data, so that on approximation of the actual numbers employed in each occupation can potentially be calculated.

The 1970 Census data reveal that women had an unemployment rate 1.5 percentage points higher than males. The unemployment rates for nonwhites were more than double those for whites and the rate for the Spanish-speaking was three times that of the whites.

Table 1
Population by Municipality
Springfield-Chicopee-Holyoke SMSA

Municipality	Population		Percent Change
	1970	1960	
TOTAL	529,922	493,999	+ 7.3
Agawam	21,717	15,718	+38.2
Chicopee*	66,676	61,553	+ 8.3
E. Longmeadow	13,029	10,294	+26.6
Easthampton	13,012	12,326	+ 5.6
Granby	5,473	4,221	+29.7
Hadley	3,750	3,099	+21.0
Hampden	4,572	2,345	+95.0
Holyoke*	50,112	52,689	- 4.9
Longmeadow	15,630	10,565	+47.9
Ludlow	17,580	13,805	+27.3
Monson	7,355	6,712	+ 9.6
Northampton*	29,664	30,058	- 1.3
Palmer	11,680	10,358	+12.8
Somers, Connecticut	6,893	3,702	+86.2
S. Hadley	17,033	14,956	+13.9
Southwick	6,330	5,139	+23.2
Springfield*	163,905	174,463	- 6.1
Warren	3,633	3,383	+ 7.4
W. Springfield	28,461	24,924	+14.2
Westfield*	31,433	26,302	+19.5
Wilbraham	11,984	7,387	+62.2

* Cities

Source: U.S. Census

All Ag

0-15

16,21

22-44

45-64

65+

All Ag

0-15

16-21

22-44

45-64

65+

---

* Data

† Exce

Table 2
Distribution of Population by Age and Ethnic Group
Springfield-Chicopee-Holyoke SMSA*
1970

MALE

	Number				Percent			
	Total	White#	Non-White	Spanish-American	Total	White#	Non-White	Spanish American
All Ages	249,171	232,110	11,831	5,230	100.0	100.0	100.0	100.0
0-15	78,192	70,463	5,187	2,542	31.4	30.4	43.8	48.6
16.21	26,032	24,152	1,254	626	10.4	10.4	10.6	12.0
22-44	68,199	63,147	3,496	1,556	27.4	27.2	29.6	29.7
45-64	54,609	52,767	1,441	401	21.9	22.7	12.2	7.7
65+	22,139	21,581	453	105	8.9	9.3	3.8	2.0
				FEMALES				
All Ages	273,858	255,458	13,316	5,084	100.0	100.0	100.0	100.0
0-15	75,089	67,710	4,961	2,418	27.4	26.5	37.3	47.6
16-21	31,876	29,568	1,694	614	11.6	11.6	12.7	12.1
22-44	71,208	65,237	4,352	1,619	26.0	25.5	32.7	31.8
45-64	60,370	58,350	1,678	342	22.1	22.9	12.6	6.7
65+	35,315	34,593	631	91	12.9	13.5	4.7	1.8

* Data given for only that part of SMSA in Massachusetts.
# Except, Spanish-American

Occupations of Employed Persons, by Sex and Minority Status, 1970 and 1972
Springfield-Chicopee-Holyoke SMSA

Table 3

Occupations of Employed Persons, by Sex and Minority Status, 1970 and 1972
Springfield-Chicopee-Holyoke SMSA

Occupation	BOTH SEXES Total (1)	White (2)	Black (3)	Other Races (4)	Spanish American (5)	FEMALE Total (6)	White (7)	Black (8)	Other Races (9)	Spanish American (10)
All Occupations-Number 1972	204,200	196,900	6,800	500	2,500	81,600	78,300	3,000	300	800
Percent 1970	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Prof., Technical & Related	14.4	14.5	8.5	28.8	9.8	16.2	16.3	12.7	22.2	11.5
Engineers	1.5	1.5	0.2	4.0	1.0	NA	NA	NA	NA	NA
Medical & Health Workers	2.8	2.8	2.0	5.5	0.8	4.9	5.0	4.0	4.0	2.1
Teachers, Elem. & Sec. Schools	3.7	3.7	2.8	2.8	3.0	6.3	6.4	5.0	1.7	3.7
Other Professional	6.4	6.5	3.5	16.5	5.0	4.9	4.9	3.6	16.5	5.7
Managers & Administrators, Nonfarm	7.9	8.0	2.9	4.2	3.6	3.1	3.1	1.6	5.7	1.6
Sales	7.4	7.6	3.0	1.5	4.2	7.8	7.9	3.5	2.7	2.2
Retail Stores	4.3	4.4	1.9	1.5	1.6	6.5	6.6	2.8	2.7	2.2
Other Sales Workers	3.2	3.2	1.1	NA	2.6	1.3	1.3	0.7	NA	NA
Clerical	18.7	18.9	14.3	16.1	11.5	34.8	35.2	24.7	22.6	27.4
Sec., Stenos., & Typists	4.4	4.5	2.3	4.2	2.7	10.8	11.0	5.3	7.4	8.2
Other Clerical Workers	14.3	14.4	11.9	11.9	8.8	24.0	24.2	19.4	15.2	19.2
Craftsmen, Foremen & Related	14.1	14.2	11.1	4.9	10.5	2.2	2.2	2.1	1.3	NA
Construction Craftsmen	2.8	2.8	1.8	1.9	1.6	NA	NA	NA	NA	NA
Mechanics & Repairmen	2.8	2.8	3.0	2.3	3.2	NA	NA	NA	NA	NA
Machinists & Other Metal Craftsmen	2.6	2.5	3.2	NA	2.3	NA	NA	NA	NA	NA
Other Craftsmen	5.9	6.0	3.1	0.8	3.5	NA	NA	NA	NA	NA
Operatives Except Transport	17.5	17.1	28.6	26.7	38.2	17.1	16.8	24.2	26.9	38.7
Durable Goods Mfg.	7.8	7.6	13.6	5.9	16.5	6.4	6.2	12.5	4.0	13.7
Nondurable Goods Mfg.	6.8	6.6	9.9	17.6	15.8	8.2	8.2	7.9	19.2	15.0
Nonmanufacturing	2.9	2.8	5.2	3.2	5.9	2.5	2.4	3.8	3.7	10.0
Transport Equip. Operatives	3.2	3.1	3.8	0	2.0	0.3	0.3	NA	NA	NA
Laborers, Nonfarm	3.5	3.4	5.9	1.9	4.5	0.8	0.7	1.5	NA	0.9
Service Exc. Priv. Household	12.2	12.0	18.2	15.9	10.5	16.2	16.0	22.5	18.5	12.2
Cleaning & Food Service	6.5	6.4	7.4	9.8	4.4	8.3	8.4	5.8	10.4	4.8
Protective Service	1.6	1.6	1.3	0	0.7	0.3	0.3	0.3	NA	NA
Personal, Health & Other Serv.	4.1	4.0	9.5	6.1	5.3	7.7	7.3	16.3	8.1	7.4
Private Household Workers	0.5	0.5	3.2	NA	0.5	1.3	1.1	7.2	NA	1.5
Farm Workers	0.6	0.6	0.4	NA	4.7	0.3	0.3	NA	NA	4.2

Note: NA=Not Available

Source: Census of Population, 1970 and Massachusetts State Employment Service

Table 4
Labor Force Data
By Sex and Minority Group
Springfield-Chicopee-Holyoke SMSA

Category	Civilian Labor Force	Unemployed	Rate Unemployment
Area Total	217,692	9,174	4.2
Male	129,368	4,676	3.6
Female	88,324	4,498	5.1
White (Exc. Spanish) Total	206,623	8,101	3.9
Male	122,977	4,093	3.3
Female	83,646	4,008	4.8
Nonwhite Total	8,219	734	8.9
Male	4,467	345	7.7
Female	3,752	389	10.4
Spanish-American Total	2,850	339	11.9
Male	1,924	238	12.4
Female	926	101	10.9

Source: 1970 U.S. Census

3. Employment Developments and Outlook by Industry

As stated earlier, the manufacturing sector has accounted for the gain in the level of nonagricultural wage and salary employment, which had an annual average for 1973 of 190,800, or 2,100 higher than that in 1972. On an annual average basis, the manufacturing sector's 2,000 worker gain was accounted for by a rise of 1,300 jobs in durable goods and a 700-worker advance in the soft-goods segment. Durable goods employment, which stood at 23,900 at mid-December 1972, rose steadily throughout 1973, except for the mid-July vacation period and a drop of 100 at mid-August as compared with mid-June. As a result, durable goods employment reached 26,100 at mid-November before the Moore Drop Forging Company labor dispute. The segment's employment had not been as high since mid-November 1970. Nondurable goods employment followed seasonal patterns in reaching its high during the month of June, plummeting as a result of unpaid vacationers in July, ascending through mid-October, and then reducing employment.

While the area's ordnance and electrical machinery industries showed negligible change between 1972 and 1973, the area's primary and fabricated metals and nonelectrical machinery industries showed both significant and steady growth over the year. During the coming months of 1974 it appears that employment in the latter three industries may advance at a slower rate than that which occurred in 1973. If the national and state economies enter a recessionary period, as some economists think is highly probable, then durable goods industries' employment may decline. "All other durable goods" employment, while only having an annual average 100 higher than the 5,300 in 1972, has advanced by 600 to 5,800 workers since mid-December 1972. Continued heavy demand for bicycles manufactured at the Columbia Manufacturing Company has boosted the company's employment over the year. As a result, the transportation goods industry's employment has risen and should continue, although the 1974 gain will probably be much less than that in 1973.

As in the durable good segment, some industries changed little over the year, while others added a significant amount of workers. The textile, apparel, and paper products industries recorded very similar employment totals as those in 1972. This, however, is viewed as a positibe factor in light of the downward trend evident in these industries as the prior years. The food industry was the only one in the segment to show a decline on an annual average basis, although the comparison with 1972 improved as the year progressed. At mid-December 1973, a total (2,600) the same as the prior December was employed by food and kindred products firms. Minor gains will probably be recorded in this industry during the coming years. The two industries which were primarily responsible for the gains in nondurable goods employment were "printing and publishing" and the recreational products industry. Continued expansion should be the case for these two industries, although a recent shortage of paper may stifle

certain printing and publishing firms. The rubber and plastics industry, which added workers over the year, appears to be the most vulnerable to recent developments relevant to the energy shortage. A strong trend to smaller cars and less miles being driven by motorists may cause both a shifting of demand in the short-run and a lessening of demand in the long run for the Springfield area's rubber producers. A shortage of petrochemically-based plastics materials and their tremendously higher prices may hamper future growth of plastics firms.

Nonmanufacturing added only 100 workers to the annual average of its employment. While the 1973 annual average of 128,700 was the sector's all-time high, the change was negligible when compared to the steady, healthy advances registered annually for the past dozen or more years. A 1,000 workers decline in wholesale and retail trade and a 300-worker decline in "transportation, communications, and utilities" negated the effects of continued expansion in the ranks of "finance, insurance, and real estate", service, and government workers.

Transportation, communications, and utlities should remain fairly steady, although the effects of the energy shortage might affect the industry significantly, especially in the short run. Those positive effects may be felt by transportation industry firms if a strong trend to increased use of buses and trains should develop. A long-distance telephone center will boost employment in the communications segment of the industry.

Wholesale and retail trade continued a decline from 1969, when the industry's annual average employment was 40,300. Between 1972 and 1973, the number of workers in the industry declined by 1,000, from 39,400 to 38,400, as employment in certain segments of the industry has dipped. While the coming year may see further attrition in the automobile-related firms, other segments may begin to stabilize. The possible overexpansion in the number of retail trade establishments during the 60's and subsequent contraction, especially during a downturn in the economy, may soon reach its nadir and follow more closely the continued upswing on the statewide level. In addition, the detrimental effects of the phase-out of Westover Air Base upon trade will eventually diminish.

The service industry is another one which appears vulnerable to energy-related problems. Tourist-oriented establishments, especially in outlying areas, are beginning to feel the pinch of reduced private motoring. While no significant decline in service employment is foreseable, a much slower rate of growth appears to be inevitable.

Table 5
Springfield-Chicopee-Holyoke, Massachusetts SMSA

Table 5
Springfield-Chicopee-Holyoke, Massachusetts SMSA
Nonagricultural Wage & Salary Employment Annual Average - 1963-1973
(in 000's)

ITEM	1963	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973
Nonagricultural Wage & Salary #	174.7	178.4	182.5	189.9	191.5*	193.8	196.7	193.0	188.0	188.7	190.8
Manufacturing - Total	67.6	68.8	70.8	74.7	74.0	73.0	71.7	66.4	60.6	60.1	62.1
Durable Goods	29.0	29.3	30.1	32.8	32.8	31.7	31.2	28.1	23.9	23.7	25.0
Ordnance	1.6	1.7	1.9	2.2	2.8	3.7	3.7	2.9	2.4	2.4	2.2
Primary Metals	3.7	3.5	3.8	4.2	4.2	4.0	4.0	3.5	2.5	2.6	2.8
Fabricated Metals	5.3	5.5	5.6	6.1	6.2	6.0	6.0	5.8	5.3	5.4	5.8
Nonelectrical Machinery	8.6	8.4	8.4	8.6	8.1	7.8	7.8	7.4	6.3	6.5	7.2
Electrical Machinery	3.7	3.9	4.0	5.3	4.8	3.8	3.0	2.6	2.2	1.5	1.6
All Other Durable Goods	6.2	6.3	6.4	6.4	6.7	6.4	6.7	5.9	5.2	5.3	5.4
Nondurable Goods	38.6	39.5	40.7	41.9	41.2*	41.3	40.5*	38.3	36.7	36.4	37.1
Food and Kindred Products	3.1	2.8	3.0	2.6	2.6	2.6	2.7	2.7	2.8	2.7	2.5
Textile Mill Products	3.5	3.2	3.3	3.3	3.3	3.1	2.8	2.0	1.7	1.6	1.7
Apparel Products	4.7	4.6	4.4	4.5	4.4	4.5	4.1	3.9	3.6	3.6	3.5
Paper and Allied Products	8.0	8.3	8.6	8.7	9.0	8.6	8.5	8.3	7.9	7.9	8.0
Printing and Publishing	5.8	6.0	6.2	6.6	6.5	6.5	6.2	6.1	5.7	5.7	6.0
All Other Nondurable Goods	13.5	14.6	15.2	16.2	15.5	16.0	16.1	15.3	15.0	14.9	15.4
Nonmanufacturing - Total	107.1	109.6	111.7	115.2	117.6	120.8	125.0	126.6	127.4	128.6	128.7
Contract Construction	6.0	7.0	6.6	6.9	7.2	7.5	7.7	7.5	7.7	8.0	8.1
Trans., Comm., and Utilities	8.1	8.0	8.4	8.4	8.3	8.1	8.7	8.8	8.9	8.9	8.6
Wholesale and Retail Trade	34.8	35.1	35.1	36.7	37.8	39.2	40.3	40.3	39.7	39.4	38.4
Fin., Ins., and Real Estate	8.6	8.6	8.6	8.5	8.9	9.1	9.4	9.6	9.6	9.7	9.9
Service, Misc., and Mining	26.7	27.5	29.0	30.1	30.8	32.7	34.2	34.8	35.5	35.9	36.4
Government	22.9	23.4	24.0	24.6	24.6	24.2	24.7	25.6	26.0	26.7	27.3
Persons Involved in Labor Disputes	0.9	0	0.3	0	0.5	0.7	0.2	0.4	0.5	0.1	0.5

Source: BLS Current Employment Series
* Does not add due to rounding

While the loss of civilian employees due to the phase-out of Westover does not appear to be as serious as at first expected, the effects of the phase-out upon local government, especially the school systems, is of concern. With the downturn in the number of school enrollments and the growing tight-money situation, government employment growth is expected to slow down considerably.

Steady expansion in the number of finance, insurance, and real estate positions, which advanced from an annual average of 9,700 in 1972 to 9,900 in 1973, is foreseen. On the other hand, a downturn in the level of construction employment appears imminent.

4. Employment Developments and Outlook by Occupation

The number of openings on the Springfield Job Bank, which covers the western part of the State, rose steadily through the first five months of 1974, dipped slightly, and then ascended rapidly through September. Over the last three months, however, the number of openings has been reduced severely, as seen by the following table:

Unfilled Job Openings
Last Day of Month in the
Springfield Job Bank
1973

Month	Number	Monthly Percentage Change
January	783	--
February	848	+ 8.3
March	1,142	+34.7
April	1,471	+28.8
May	1,543	+ 4.9
June	1,497	- 3.0
July	1,544	+ 3.1
August	1,976	+28.0
September	2,509	+27.0
October	2,305	- 8.1
November	2,236	- 3.0
December	1,982	-11.4

While the almost steady climb in the number of unfilled openings on the Job Bank through September was partly due to seasonal influences on the number of service positions, the number of machine trades openings climbed steadily as those industries in need of such workers expanded employment. Orders for sewing machine operators raised the bench work occupation order listing while material handler openings were the major increment to the miscellaneous job openings between January and September. Structural work openings increased mainly as a result of seasonal influences, while a rise in the number of processing openings was, unfortunately, not as a result of orders from Springfield SMSA firms. Likewise, most of the 9-month increase in clerical and sales openings was in another part of western Massachusetts. While long-unfilled orders for engineers in the Pittsfield area make up a significant part of the unfilled orders, increased demand for mechanical engineers in the Springfield SMSA was a factor in the number of professional, technical, and managerial openings.

Since September, the number of unfilled openings has declined in most occupational groupings. While basically stable for "professional, technical, and managerial" and "clerical and sales" positions, seasonality and a faltering economy have combind to lower the total number of openings by over 500 since the end of September. A breakdown of the latter by occupational grouping for selected months in 1973 follows:

Unfilled Job Openings by
Occupational Category
Springfield Job Bank
Selected Months in 1973

Occupational Category	January	May	September	December
Total	783	1,543	2,509	1,982
Professional, Technical, and Managerial	99	169	233	236
Clerical and Sales	140	173	438	429
Services	91	260	337	200
Farming, Fishing, and Forestry	1	5	53	0
Processing	55	80	172	129
Machine Trades	190	325	574	479
Bench Work	137	281	333	262
Structural Work	27	131	166	113
Miscellaneous Work	43	119	203	134

Except for the large number of machine trades openings and certain occupations in the medical field, limited growth of demand for positions requiring skilled and/or the highly educated is expected. The area's insurance industry affords opportunities for salesmen and other clerical workers, while the need for special education teachers may enlarge as a result of a recent state law requiring cities and towns to more adequately meet the needs of their children with learning disabilities. Adequately trained secretarial and clerical help will continue to be in limited demand, along with a limited number of engineering, skilled tradesmen, and miscellaneous processing and bench work positions. Demand due to seasonal influences and high turnover will continue for positions at eating and drinking establishments and service industry firms.

5. Recent Trends in Unemployment

Since the Division of Employment Security has implemented Burea of Labor Statistics directives regarding the computation of the basic components of labor force data, reference to past publications for such statistics will no longer provide the proper data. Although such reference may be useful for a general trend of employment and unemployment, the figures by themselves are now outmoded. Under the new method, 1970 U.S. Census data is adapted to current employment data gathered by the Bureau of Labor Statistics to give an approximation of the number of employed persons living in the area. After adding an estimate of unemployed, the situation of the area's labor force (the working or aspiring-to-work population of an area) is developed. This is a distinct difference from the old method in which the number of jobs in an area (employed work force) was used as an employment level. An area with a large number of commuters from outside the area filling jobs within it or, conversely, an area with a heavy out-commuting population would have the greatest change from counting the employed by their residence. However, the effect of both the prior instances upon the Springfield SMSA is about even, so the change to the area's employment is minimal. In addition to the new method of counting the employed, prior unemployment estimates of the Division of Employment Security have been revised to be more in line with the monthly survey of the Current Population Survey for Massachusetts, which is part of the nationwide household survey upon which the national unemployment rate is based. This has a lowering effect on the number of unemployed and has been the larger factor in the lower unemployment rate resulting from the recent revisions.

The revised unemployment data show that the unemployment rate in the Springfield-Chicopee-Holyoke SMSA since 1971 has improved considerably both in the absolute terms and in relation to the Massachusetts and national rate.

Whereas the SMSA's rate (8.4 percent) was almost two percentage points higher than the State's (6.6 percent) and even worse in relation to the nation's, the 1973 annual average unemployment rate for the SMSA was slightly lower than that of Massachusetts but still considerably above the nation's.

Annual Average Unemployment Rates
For The SMSA, State, and Nation
1970 - 1973

Year	Unemployment Rates		
	SMSA	Mass.	U. S.
1970	5.6	4.6	4.9
1971	8.4	6.6	5.9
1972	6.6	6.4	5.6
1973	6.6	6.7	4.9

At mid-December 1973, a total of 15,300, or 6.8 percent of the civilian labor force, was estimated to be unemployed. Although lower than the unadjusted rate of 7.0 percent for the State, the SMSA rate is still well above the unadjusted national rate of 4.5 percent. In addition, the current data is considerably higher than the 11,800 unemployed, representing 5.4 percent of the civilian labor force, at mid-December in the prior year. The large numbers of persons entering or re-entering the labor force boosted the unemployment total up at a time when the number of employed was on an upswing. Unfortunately, the rise in employment was not large enough to absorb the increasing number of jobseekers.

The percentage of totally unemployed UI check recipients who last worked in construction rose to 19.8 percent at mid-December, as usual. While the percentage of those check recipients emanating from manufacturing industries fell to approximately one-third(34.3 percent) of the total, this was as a result of higher totals attributable to other segments of the economy. Significant is the fact that no industry accounts for more than 4.8 percent of the benefit check recipients, a sign of the diversity of the area's economy and lack of reliance upon a few industries. Wholesale and retail trade workers amounted to slightly more than one-fifth (20.1 percent) of the total, while service workers equalled 14.9 percent. There was little difference between the above percentages and the corresponding State percentages. Statewide, manufacturing employees represented

30.3 percent of the totally unemployed UI check recipients. Trade employees (14.9 percent) equalled a significantly lower percentage of the total than in the Springfield SMSA, while construction (18.4 percent) and service workers (16.3 percent), as a total, equalled the Springfield percentage, while being close to the individual contributions. Females continued to equal approximately two-fifths (40.4 percent)of the total.

A survey of almost 1,000 claim cards during the latter part of December revealed the following age breakdwon of the sample survey.

Percentage Breakdown
By Age and Sex
For Claimants of Week Ending December 22, 1973

Age	Percent of Total	
	Male	Female
TOTAL	100.0	100.0
Under 25	20.9	17.9
25 - 44	36.5	29.0
45 - 64	19.5	25.9
65 and Over	23.1	27.2

As can be seen by the above data, the females (who accounted for over two-fifths of the sample) tended to be older than the male claimants. The greatest difference was in the 25-44 years of age group, where a difference of 7.5 percentage points existed in favor of the males.

While construction, trade, and service workers were predominant in each local claims office area, paper and"printing and publishing" industry workers from the Holyoke area and female electrical industry workers from the Chicopee local office area formed significant pools of the unemployed in their respective areas. Likewise, service workers, predominantly from the colleges in the Amherst area, were abundant in the Northampton local office survey.

The survey showed that almost three-fifths of the sample had been receiving benefits for ten or fewer weeks, while over one-fourth had been receiving benefits for more than ten but not more than twenty weeks. In detail, the distribution was as follows: 1-5 weeks, 37.7 percent; 6-10 weeks, 20.0 percent; 11-20 weeks, 27.9 percent; 21 and more, 14.4 percent. Although the distribution of the duration of claims varied from one office area to another, it did not seem significant. The percentage of those claimants who had been receiving benefits for more than ten weeks was as follows: Springfield, 44.6; Chicopee,38.0; Holyoke,46.4; Northampton, 39.6.

6. Universe of Need for Manpower Services

The "Universe of Need for Manpower Services" represents an attempt to measure the past and estimate the future needs for manpower services in the SMSA. It is composed of three basic groups: (1) the unemployed, people without jobs who are willing, able, and actively looking for work; (2) the underutilized workers, people employed part-time but who want full-time employment or those whose full-time earnings do not pay them a wage high enough to sustain the family above the poverty level; and (3) persons not in the labor force but who should be.

The "Universe of Need" for the SMSA was estimated to be 73,100 individuals in 1973 and projected to be 77,300 for Fiscal Year 1975. While the estimate for 1973 is approximately 4,700 less than that for 1972, the projection for Fiscal Year 1975 assumes a more severe economic picture in the coming fiscal year than in calendar year 1973. The continuing large numbers of youth entering the labor force also foreshadow a rising trend in need for manpower services. As a result, the projection for FY'75 is only 1,800 less than the prior year's.

Of the projected 77,300 individuals in the "Universe of Need" for FY'75, it is estimated that 15,500 are classified as poor (below the poverty level), 17,600 will be in near-poverty (less than 25 percent above the poverty level), and the remainder (44,200) will be nonpoor individuals above the level of near-poverty.

As stated previously, the improving economy of 1973 brought a large number of workers into the labor force, thereby reducing the ranks of those who should have been in the labor force but were not. Customarily, when employment prospects are not good, many leave the labor force in discouragement. This was much more prevalent in 1972 than in 1973, a year of continued employment growth. Conversely, added unemployment in 1973 during a period of rising employment indicates that both those newly entering and those re-entering the labor force form a large part of the current unemployed. As a result, a shift occurs which results in a lesser amount of individuals in need of manpower services being out of the labor force.

It is estimated that approximately 7,000 of the "Universe of Need" will be welfare recipients who are potential WIN applicants. Conceivably, any AFDC (Aid to Families with Dependent Children) recipient may volunteer for WIN program participation. As a result, the total number of adults on AFDC is theoretically a potential WIN candidate. However, experience since the enactment of the Talmadge Ammendments, which enforced AFDC recipients' obligation to participate in the WIN program, has shown that the majority of those parents with pre-school children do not volunteer. Thus, the estimated number of AFDC recipients was adjusted downward to estimate the number which is more likely to be available for manpower services.

An estimated 9,000 minority group members, who, naturally, will make up part of the 7,000 potential WIN program applicants will be in need of manpower services during the coming Fiscal Year. Note that there is a considerable overlapping in the breakdown of manpower service recipient categories and, therefore, caution should be used in interpreting the data on the Plan of Service Manpower Data Summary included in the Appendix.

7. Characteristics of the Disadvantaged

Of the estimated 15,500 poor persons in the FY'75 "Universe of Need", the majority (13,600) will be classified disadvantaged due to their meeting at least one of the following criteria: (1) being under 22 or over 44 years of age; (2) not completing high school; (3) being a member of a minority group; or (4) being handicapped. The coming fiscal year estimate of disadvantaged is lower than the previous fiscal year's mainly due to the lesser amount of unemployed poor in 1973. Even though the number is assumed to increase over calendar year 1973 base figures, it falls below the FY'74 projection, which attempted to correct for both the undercount of minority groups in the 1970 Census and the effect of the past recession upon the disadvantaged.

While the incidence of poverty falls much more heavily on the nonwhite segment of the population, white persons continue to make up the majority of the disadvantaged. For instance, while there are more than 16 times as many white families as there are nonwhite, there are only a little more than four times as many white families below the poverty level. Thus, the incidence of poverty upon the nonwhite family is close to four times as great as upon white families.

Many of the disadvantaged are older people with outmoded skills or inadequate education, many widowers or widows, who are below the poverty level. Others are youth who have dropped out of high school and do not have the education, skill training, or good fortune to obtain adequate employment.

The minority group member is often among the ranks of the disadvantaged. Members of this group often are high-school dropouts with little or no marketable skills. The Spanish-speaking segment of the minority group population has the complicating problem of language difficulty to overcome. The resultant inability of many Spanish-speaking school youth to complete their education swells the numbers of disadvantaged and will continue to do so.

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8. Characteristics of the Individuals Other Than the Disadvantaged In the Universe of Need

Although the problems of the disadvantaged are more acute than others among the "Universe of Need", the rest, or nondisadvantaged, require attention. In numbers alone, the nondisadvantaged, are estimated to make up more than four-fifths (63,700) of the 77,300 in the FY'75 "Universe of Need".

A small percentage of the 63,700 are classified as poor but nondisadvantaged, or "other poor". This group includes all low-income persons who do not meet one of the four criteria for classification as a disadvantaged individual, as delineated in the previous section. While being white, high school graduates in the prime age group for work, many nondisadvantaged persons below the poverty level do not have skill training to obtain suitable employment.

Another group is considered in "near-poverty", with family income less than 25 percent above the poverty level. Many in this group are working full-time but still fall in the near-poverty level. Over one-fourth of the near-poverty group is predicted to be unemployed at least once during the coming fiscal year. Seasonal layoffs in such industries as apparel, textiles, leather, and certain nondurable manufacturing industries would be most likely to include individuals at near-poverty income levels.

Likewise, many nonpoor individuals with higher family income levels are included in both the latter seasonal layoffs and layoffs of a more cyclical nature. A large percentage of the nonpoor will be unemployed at one time during the year. Others will be new entrants or reentrants to the labor force, many encouraged in job-seeking by an improving economy in future months or pressured by rising living costs to supplement family income.

9. Barriers to Employment of the Disadvantaged

While the area's lack of jobs is a major obstacle to employment, the disadvantaged face numerous other barriers in their relationship with the world of work. The barriers range from those with a very direct bearing on their employability to other more indirect, but significant, obstacles.

The lack of educational attainment on the part of many is one of the most serious obstacles facing the disadvantaged. Often, lack of the proper home background and encouragement to attain a decent education, short-term need for money, and peer pressure contribute to the early departure of a youth from school. The dropout is then severely hampered in comparison with others in search of a job. Those who do not obtain one are more often than not employed at lower-paying positions.

Difficulty with the English language is a considerable barrier to many, especially the sizeable Spanish-speaking minority population of the SMSA. The inability to adequately comprehend English is highly related to the large number of dropouts among the Spanish-speaking. Thus, twin problems are often present.

Lack of adequate child care and transportation are two inhibiting factors to accepting work by the disadvantaged. Many welfare mothers in need of a job, if not discouraged by low pay, have to provide for the care of their young children. Transportation is especially limiting to the disadvantaged who lack an automobile. The transportation system in the SMSA does not nearly cover the numerous home-to-work routes which are necessary to many. The tendency for newer firms to establish in more recently-established industrial parks outside of the central cities forces those lacking private transportation to limit their employment range to the inner city. The recent scarcity and spiraling cost of gasoline has been an inhibiting factor to travelling long distances for possible employment.

Drug abuse and alcoholism are serious problems which limit the potential of numerous individuals. The SMSA is trying to combat these and other problems by the various drug abuse and similarly related agencies under the aegis of the Drug Abuse Foundation of Pioneer Valley.

APPENDIX

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Appendix Table 1
Universe of Need for Manpower Services
Fiscal Year 1975

Springfield-Chicopee-Holyoke SMSA Base Period Used CY 1973

	Number of Individuals	
	Base Period CY 1973	Planning Assumptions for FY 1975
	I	II
1. Total Universe of Need for Manpower Services (Number of different individuals in year)	73,072	77,300
a. Poor	14,026	15,500
(1) Disadvantaged	12,351	13,600
(2) Other Poor	1,675	1,900
b. Nonpoor	59,046	61,800
(1) Near-Poverty	17,279	17,600
(2) All other Nonpoor	41,767	44,200
2. Unemployed and Underutilized Disadvantaged, Total	12,351	13,600
a. Unemployed	2,120	2,500
b. Underutilized	10,231	11,100
(1) Employed part-time for economic reasons	1,787	1,900
(2) Employed full-time but with family income at or below poverty level	3,061	3,200
(3) Not in labor force but should be	5,383	6,000
3. Total Number of Different Individuals Unemployed in Year.	47,100	51,800

Appendix Table 2

Plan of Service Manpower Data Summary
Springfield-Chicopee-Holyoke SMSA

Base Period Used CY 1973 For Fiscal Year 1975

Item	Number of Individuals SMSA Total*
1. Total Civilian Population (as of 1970)#	529,920
a. Age Distribution	
16 through 21 years	58,840
22 through 44 years	141,960
45 years and over	174,200
b. Members of Minority - Total(including Spanish)	36,255
16 years and over	20,577
2. Total Civilian Work Force (12 month average for year ending (Dec. 31, 1973)	221,800
a. Employed, Total (12 month average)	206,100
(1) Nonfarm Wage and Salary Workers	191,300
b. Unemployed (12 month average)	15,700
(1) Unemployment Rate	7.1
3. Universe of Need for Manpower Services for Fiscal Year Ending 1975 (Number of different individuals in year)	77,300
a. Poor	15,500
(1) Disadvantaged	13,600
(2) Other Poor	1,900
b. Nonpoor	61,800
(1) Near-poverty	17,600
(2) All other nonpoor	44,200
4. Unemployed & Underutilized Disadvantaged: by Category (12 month average)	13,600
a. Unemployed	2,500
b. Underutilized	11,100
(1) Employed part-time for economic reasons	1,900
(2) Employed full-time, but with family income at or below poverty level	3,200
(3) Not in labor force but should be	6,000
5. Welfare Recipients (Pot. WIN Applicants)	7,000
6. Estimated School Dropouts (Forecast period)	2,700
7. Estimated Number of Veterans Needing Manpower Services (Forecast period)	13,400
a. Number of Vietnam-Era Veterans Needing Manpower Services (Forecast period)	6,300
8. Est. No. of Minorities Needing Manpower Services	9,000
9. Total Number of different individuals unemployed during the year	51,800

Rounded to 10

* Based on 1970 Census Data

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ANNUAL MANPOWER PLANNING REPORT

Government Documents
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University of Massachusetts

JANUARY
1975

*SPRINGFIELD
CHICOPEE
HOLYOKE
MASSACHUSETTS
SMSA*

*THE COMMONWEALTH OF MASSACHUSETTS
DIVISION OF EMPLOYMENT SECURITY
JOHN D. CROSIER, DIRECTOR
AFFILIATED WITH MANPOWER ADMINISTRATION
U.S. DEPARTMENT OF LABOR*

ANNUAL MANPOWER PLANNING REPORT

STANDARD METROPOLITAN STATISITICAL AREA

SPRINGFIELD-CHICOPEE-HOLYOKE, MASSACHUSETTS-CONNECTICUT

JANUARY 1975

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1. Highlights and Conclusions

Similar to other areas, the tendency of population shifts between the 1960 and 1970 Census for the Springfield-Chicopee-Holyoke SMSA was from the cities to the surrounding towns. The SMSA's nonwhite population, which grew significantly between the two Censuses, approximates 26,000 and is the second largest of the State's ten SMSA's. In addition, over 10,000 Spanish-speaking individuals constitute another sizeable minority group, which, like the nonwhite, is plagued by diverse problems such as poverty-income levels, high unemployment, and high incidence of crime. Continuing "in-migration" has undoubtedly raised the group's population well above that at the time of the Census.

The "Universe of Need" for Fiscal Year 1976 is estimated to be much higher than that for Fiscal Year 1975. The coming fiscal year's estimate of 16,500 individuals includes 14,900 disadvantaged, 1,900 other poor persons, and 79,700 nonpoor individuals, of which 20,200 are at near-poverty income levels. Higher predicted unemployment will add more persons of all categories to the ranks of those in need, but more so among the nondisadvantaged. The majority of those needing manpower services will be unemployed at least once during the coming fiscal year, while 6,900 others will be classified as "not in the labor force but should be". Over 6,000 individuals will be employed part-time for economic reasons, while approximately 4,000 will be employed full-time but still have a family income at or below the poverty level.

Employment during 1974 rose by 2,500 to an annual average of 217,000, but a larger relative increase in jobseekers forced unemployment up to 15,300, or 6.6 percent of the labor force. Nonmanufacturing employment accounted for most of the gain, with trade, "finance, insurance, and real estate", services, and government advancing. In the manufacturing sector, durable goods gains offset nondurable goods losses, as the sector increased its annual average by 600.

In the last few months, the SMSA's employment situation has deteriorated severely. Although partly seasonal, a drop of over 3,000 in nonagricultural jobs since mid-September has occurred. The decline has affected virtually every manufacturing industry, as well as most nonmanufacturing industries. The one exception, government, has been assisted by funding of public-service jobs under the Comprehensive Employment and Training Act. Disregarding seasonal declines after December and then a usual upturn by mid-April, the economic outlook for the SMSA is not good for at least six months and very likely longer.

2. Definition of Area

a. Location and Geographical Features. Information will be provided in this section on the municipalities which comprise the SMSA, the municipalities which border it, the land area, and geographical features. The Springfield-Chicopee-Holyoke SMSA is the second largest of the ten Standard Metropolitan Statistical Areas of the Commonwealth of Massachusetts. An SMSA is defined in general as "that area surrounding a commercial-industrial center which is so economically, politically, and socially integrated that it presents itself as a unified area".

1. Cities and Towns. The SMSA is comprised of five cities and fifteen towns. The five cities are Springfield, Chicopee, Holyoke, Westfield, all located in Hampden County, and Northampton located in Hampshire County. The fifteen towns are Agawam, East Longmeadow, Hampden, Longmeadow, Ludlow, Monson, Palmer, Southwick, West Springfield, and Wilbraham, all in Hampden County; Easthampton, Granby, Hadley, and South Hadley, in Hampshire County; Warren in Worcester County; all in Massachusetts and Somers in Tolland County, Connecticut. In 1960, the SMSA consisted of five cities and eleven towns, to which the U.S. Bureau of the Budget in 1963 added the towns of Granby, Hampden, and Southwick, in Massachusetts and Somers, Connecticut.

2. Boundaries. The Springfield-Chicopee-Holyoke SMSA is bordered in Massachusetts on the northeast by Amherst, Belchertown, and Ware in Hampshire County; on the northwest by Southampton, Westampton, Williamsburg, and Hatfield also in Hampshire County; on the southwest by Granville, Russell, and Montgomery in Hampden County; and on the southeast by Brookfield and West Brookfield in Worcester County and Brimfield and Wales in Hampden County. In Connecticut, the SMSA is bordered on the Southeast by Stafford and Ellington in Tolland County; on the south by Colebrook in Litchfield County, and by Hartland, Granby, Suffield and Enfield in Hartford County.

3. Land Area. The Springfield-Chicopee-Holyoke SMSA has 534 square miles of land area, based on the geographical boundaries determined by the U.S. Bureau of Budget in 1963. Among the five cities of the SMSA, Westfield has the largest land area, with 46.85 square miles.

4. Other Geographical Features. The area has several mountain ranges of which the most famous are Mt. Tom and the Berkshire Hills. The SMSA has a very large river basin, known as Lower Pioneer Valley enclosed on both sides by scenic mountains, constituting an important natural resource area of the State. The Connecticut River, the largest in New England, flows through the heart of the SMSA from

North to South, while two of the largest tributaries, the Chicopee and Westfield Rivers, flow through the Eastern and Western sections of the SMSA. In addition the area has a number of reservoirs, lakes, and ponds.

b. Economic Developments and Outlook. During 1974, economic expansion occurred during the first nine months of the year and was responsible for raising the annual average of employment in the SMSA by 2,500, as seen in the following text table. There has been a downturn since mid-September, as employment fell by 4,700 to 216,600 at mid-December 1974. As a result, the current level of employment was at mid-December 1974 2,000 below that at mid-December 1973. Compounding the ongoing job loss is the fact that additional numbers of jobseekers entered the labor force since 1973. Thus, the unemployment rate continued to climb despite an increase in employment.

Annual Average Resident Labor Force - 1971 to 1974
Springfield-Chicopee-Holyoke, Massachusetts - Conn. SMSA
(in 000's)

Item	1974	1973	1972	1971
Resident Labor Force	232.3	229.0	220.6	221.8
Unemployment	15.3	14.5	13.6	16.9
Percent of Labor Force	6.6	6.3	6.2	7.6
Employment*	217.0	214.5	207.0	204.9

* Includes workers involved in labor-management disputes.

Unlike the prior year, most of 1974's gain in relation to 1973 was attributable to the nonmanufacturing sector, where trade, "finance, insurance, and real estate", services, and government have continued to prosper. The 1974 Christmas season did not boost trade employment as much as in past years, while construction and "transportation, communications, and utilities" have been hampered by more chronic economic problems.

In the manufacturing sector, although annual average employment increased by 600 to 64,800, a sharp reduction has occurred since mid-September. Over the three-month period to mid-December, there has been a 4,100-job loss. A more detailed industrial breakdown will be found in a later section of this report. The drop in manufacturing employment left the sector at 61,900 at mid-December 1974, more than 2,000 lower than at mid-December 1973. Had a strike during December 1973 at Moore Drop Forge Co. not reduced that month's employment, the current month would have been more than 4,000 below that of a year ago.

1975 should be a very poor year for Springfield SMSA employment. The year's annual average should be 4,000 too 6,000 below that in 1974, or between 211,000 and 213,000. Hopefully, the gap between 1975 and 1974 will be much narrower in the last half of the year, especially the fourth quarter, as the economy recovers. Except for seasonal improvement after mid-February in construction, trade, and services, the first six months of 1975 will see employment drop well below that of the corresponding months of 1974.

c. Population and Labor Force Characteristics and Trends The most recent information on the population of the SMSA is from the 1970 U.S. Census. Since that time it is most probable that the population of the SMSA has grown somewhat. While it is likely that the net effect may not be highly significant, the changes in populations of individual municipalities between the 1970 Census and the present could be great. As in other areas, between 1960 and 1970 the Springfield SMSA underwent a population shift from the cities to the surrounding towns. While the percentage decreases in the cities of Springfield (-6.1), Holyoke (-4.9), and Northampton (-1.3) were not large, the actual numbers of persons contributed to substantial population growth in certain towns of the SMSA. A table at the end of the section shows population change between the 1960 and 1970 Census.

The age distribution of the SMSA is shown in the following table. Mainly because of the heavy concentration of colleges, the SMSA has a slightly younger population than the State as a whole.

Distribution of Population by Age and Sex
Springfield-Chicopee-Holyoke, Massachusetts* - Conn. SMSA
1970

	Number			Percent		
		Sex			Sex	
Age Group	Total	Male	Female	Total	Male	Female
All Ages	523,029*	249,171*	273,858*	100.0	100.0	100.0
0-15	153,281	78,192	75,089	29.3	31.4	27.4
16-21	57,908	26,032	31,876	11.1	10.4	11.6
22-44	139,407	68,199	71,208	26.6	27.4	26.0
45-64	114,979	54,609	60,370	22.0	21.9	22.1
65 and over	57,454	22,139	35,315	11.0	8.9	12.9

Source: U.S. Census
* Data given for only that part of SMSA in Massachusetts

The Springfield SMSA has the second largest nonwhite population of the state's SMSA's, with its 25,900 nonwhites, or 4.9 percent of the SMSA's population, trailing only the Boston SMSA. Statewide, nonwhites comprise 3.7 percent of the population. In addition to the nonwhite population, the SMSA contains a sizeable Spanish-surnamed population. Heavy in-migration of Spanish-surnamed people increased their numbers to over 10,000 in 1970 from an estimated 1,000 in 1960. As a result, this group represents almost one-sixth of the Spanish-surnamed population of the State. Furthermore, it is obvious that the 1970 U.S. Census information on the number of Spanish-surnamed is, if fairly accurate at that time, now seriously out of date. In the city of Springfield, continuing in-migration has boosted the minority group's estimated population to over 8,500.

Both the nonwhite and Spanish-speaking populations are centered in the cities, especially in the three largest cities. The city of Springfield contains 21,387 nonwhites (82.6 percent of the SMSA's total) and 5,456 Spanish-speaking, while Holyoke has 1,254 nonwhites and 1,870 Spanish-speaking. Chicopee has a larger nonwhite population (1,558) than Holyoke, but considerably fewer Spanish-speaking (899). The Spanish-speaking population is very significant in Westfield (819) and West Springfield (323). In the larger cities the minority group populations tend to be concentrated in certain sections of the city, such as the Model Cities Neighborhoods of Springfield and Holyoke.

The minority group population has vastly different characteristics and more difficult problems than the population as a whole. A high incidence of poverty, high percentage of unemployment, and low level of educational at attainment are, unfortunately, the case for the SMSA's minority group population. Evidence of the magnitude of such can be gleaned from the table below.

A Comparison of Selected Characteristics
of Minority Groups and Total Population

Characteristics	Total Population	Negro	Spanish
Number of Familes*	130,056	5,254	2,070
Percentage of all families below the poverty level	6.7	23.6	28.5
Male Unemployment Rate	3.6	7.9	12.4
Median years of school completed	12.1	11.6	8.8
Percent of 25 years old and over high school graduates	53.5	46.0	32.2
Percent of 16-21 year olds not in school and without high school diploma	11.8	27.1	52.1

* Data given for only that part of SMSA in Massachusetts
Source: U.S. Census

The minority group population is considerably younger than the rest of the population as seen in Table 2 at the end of the section. The percentage of both male and female nonwhites and Spanish-American individuals below 16 years of age is markedly higher than in the rest of the population. Even the 16-21 years of age group is more heavily represented in the minority group population, despite the large numbers of college youth in the area.

Labor force participation rates do not differ very much between the minority group population and the population as a whole. As the following table shows, the labor force participation rate for those over 16 years of age ranges from 56.4 percent for the Spanish-American population to 59.8 percent for both the nonwhite and the total population. Although the female population is larger than the male, fewer females are in the labor force. The greatest disparity between the two sexes occurs in the participation rates of the Spanish-American population, where slightly more than one-third (34.8 percent) of the females over 16 years of age are in the labor force, as compared with 77.8 percent of the males. In the male population, the participation rates are extremely similar.

It should be noted that, historically, as unemployment climbs, a "discouraged worker" effect, in which many individuals discontinue actively seeking work because of past futility and a current poor job outlook, occurs. Due to high unemployment rates even in better periods, this discouragement tends to be a larger factor for minority group members, especially youth. However, current data on labor force participation rates is not available to correlate the current situation and possible changes in labor force participation among groups.

Labor Force Participation Data
Persons, 16 Years of Age and Over
Springfield-Chicopee-Holyoke SMSA*

Item	Both Sexes		
	Total Population	Nonwhite	Spanish-American
Population	369,748	14,999	5,354
Labor Force	221,065	8,962	3,018
Participation Rate	59.8	59.8	56.4
	Males		
Population	170,979	6,644	2,688
Labor Force	133,288	5,172	2,091
Participation	78.0	77.8	77.8
	Females		
Population	198,769	8,355	2,666
Labor Force	87,777	3,790	927
Participation Rate	44.2	45.4	34.8

Source: 1970 U.S. Census

* Data given for only that part of SMSA in Massachusetts

Table 1
Population by Municipality
Springfield-Chicopee-Holyoke SMSA

Municipality	Population		Percent
	1970	1960	Change
Total	529,922	493,999	+ 7.3
Agawam	21,717	15,718	+38.2
Chicopee*	66,676	61,553	+ 8.3
E. Longmeadow	13,029	10,294	+26.6
Easthampton	13,012	12,326	+ 5.6
Granby	5,473	4,221	+29.7
Hadley	3,750	3,099	+21.0
Hampden	4,572	2,345	+95.0
Holyoke*	50,112	52,689	- 4.9
Longmeadow	15,630	10,565	+47.9
Ludlow	17,580	13,805	+27.3
Monson	7,355	6,712	+ 9.6
Northampton*	29,664	30,058	- 1.3
Palmer	11,680	10,358	+12.8
Somers, Connecticut	6,893	3,702	+86.2
S. Hadley	17,033	14,956	+13.9
Southwick	6,330	5,139	+23.2
Springfield*	163,905	174,463	- 6.1
Warren	3,633	3,383	+ 7.4
W. Springfield	28,461	24,924	+14.2
Westfield*	31,433	26,302	+19.5
Wilbraham	11,984	7,387	+62.2

* Cities
Source: U.S. Census

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22-4

45-6

65+

All A

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Table 2

Distribution of Population by Age and Ethnic Group
Springfield-Chicopee-Holyoke SMSA*
1970

Male

	Number				Percent			
Ages	Total	White#	Non-White	Spanish American	Total	White#	Non-White	Spanish American
All Ages	249,171	232,110	11,831	5,230	100.0	100.0	100.0	100.0
0-15	78,192	70,463	5,187	2,542	31.4	30.4	43.8	48.6
16-21	26,032	24,152	1,254	626	10.4	10.4	10.6	12.0
22-44	68,199	63,147	3,496	1,556	27.4	27.2	29.6	29.7
45-64	54,609	52,767	1,441	401	21.9	22.7	12.2	7.7
65+	22,139	21,581	453	105	8.9	9.3	3.8	2.0

Female

	Number				Percent			
Ages	Total	White#	Non-White	Spanish American	Total	White#	Non-White	Spanish American
All Ages	273,858	255,458	13,316	5,084	100.0	100.0	100.0	100.0
0-15	75,089	67,710	4,961	2,418	27.4	26.5	37.3	47.6
16-21	31,876	29,568	1,694	614	11.6	11.6	12.7	12.1
22-44	71,208	65,237	4,352	1,619	26.0	25.5	32.7	31.8
45-64	60,370	58,350	1,678	342	22.1	22.9	12.6	6.7
65+	35,315	34,593	631	91	12.9	13.5	4.7	1.8

Data given for only that part of SMSA in Massachusetts.
Except, Spanish-American.

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Occupations of Employed Persons, by Sex and Minority Status, 1970 and 1976
Springfield-Chicopee-Holyoke SMSA

SEXES FEMALE

Table 3

Occupations of Employed Persons, by Sex and Minority Status, 1970 and 1974
Springfield-Chicopee-Holyoke SMSA

	BOTH SEXES					FEMALE				
Occupation Employed	Total (1)	White (2)	Black (3)	Other Races (4)	Spanish American (5)	Total (6)	White (7)	Black (8)	Other Races (9)	Spanish American (10)
All Occupations-Number 1974	217,000	209,400	7,150	450	2,600	87,700? 86,800	83,250	3,200	350	900
Percent 1970	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Prof., Technical & Related	14.4	14.5	8.5	28.8	9.8	16.2	16.3	12.7	22.2	11.5
Engineers	1.5	1.5	0.2	4.0	1.0	NA	NA	NA	NA	NA
Medical & Health Workers	2.8	2.8	2.0	5.5	0.8	4.9	5.0	4.0	4.0	2.1
Teachers, Elem. & Sec. Schools	3.7	3.7	2.8	2.8	3.0	6.3	6.4	5.0	1.7	3.7
Other Professional	6.4	6.5	3.5	16.5	5.0	4.9	4.9	3.6	16.5	5.7
Managers & Administrators, Nonfarm	7.9	8.0	2.9	4.2	3.6	3.1	3.1	1.6	5.7	1.6
Sales	7.4	7.6	3.0	1.5	4.2	7.8	7.9	3.5	2.7	2.2
Retail Stores	4.3	4.4	1.9	1.5	1.6	6.5	6.6	2.8	2.7	2.2
Other Sales Workers	3.2	3.2	1.1	NA	2.6	1.3	1.3	0.7	NA	NA
Clerical	18.7	18.9	14.3	16.1	11.5	34.8	35.2	24.7	22.6	27.4
Sec., Stenos., & Typists	4.4	4.5	2.3	4.2	2.7	10.8	11.0	5.3	7.4	8.2
Other Clerical Workers	14.3	14.4	11.9	11.9	8.8	24.0	24.2	19.4	15.2	19.2
Craftsmen, Foremen & Related	14.1	14.2	11.1	4.9	10.5	2.2	2.2	2.1	1.3	NA
Construction Craftsmen	2.8	2.8	1.8	1.9	1.6	NA	NA	NA	NA	NA
Mechanics & Repairmen	2.8	2.8	3.0	2.3	3.2	NA	NA	NA	NA	NA
Machinists & Other Metal Craftsmen	2.6	2.5	3.2	NA	2.3	NA	NA	NA	NA	NA
Other Craftsmen	5.9	6.0	3.1	0.8	3.5	NA	NA	NA	NA	NA
Operatives Except Transport	17.5	17.1	28.6	26.7	38.2	17.1	16.8	24.2	26.9	38.7
Durable Goods Mfg.	7.8	7.6	13.6	5.9	16.5	6.4	6.2	12.5	4.0	13.7
Nondurable Goods Mfg.	6.8	6.6	9.9	17.6	15.8	8.2	8.2	7.9	19.2	15.0
Nonmanufacturing	2.9	2.8	5.2	3.2	5.9	2.5	2.4	3.8	3.7	10.0
Transport Equip. Operatives	3.2	3.1	3.8	0	2.0	0.3	0.3	NA	NA	NA
Laborers, Nonfarm	3.5	3.4	5.9	1.9	4.5	0.8	0.7	1.5	NA	0.9
Service Exc. Priv. Household	12.2	12.0	18.2	15.9	10.5	16.2	16.0	22.5	18.5	12.2
Cleaning & Food Service	6.5	6.4	7.4	9.8	4.4	8.3	8.4	5.8	10.4	4.8
Protective Service	1.6	1.6	1.3	0	0.7	0.3	0.3	0.3	NA	NA
Personal, Health & Other Serv.	4.1	4.0	9.5	6.1	5.3	7.7	7.3	16.3	8.1	7.4
Private Household Workers	0.5	0.5	3.2	NA	0.5	1.3	1.1	7.2	NA	1.5
Farm Workers	0.6	0.6	0.4	NA	4.7	0.3	0.3	NA	NA	4.2

Note: NA=Not Available

Source: Census of Population, 1970 and Massachusetts State Employment Service

Table 4
Labor Force Data
By Sex and Minority Group
Springfield-Chicopee-Holyoke SMSA

Category	Civilian Labor Force	Unemployed	Rate Unemployment
Area Total	217,692	9,174	4.2
Male	129,368	4,676	3.6
Female	88,324	4,498	5.1
White (Exc. Spanish) Total	206,623	8,101	3.9
Male	122,977	4,093	3.3
Female	83,646	4,008	4.8
Nonwhite Total	8,219	734	8.9
Male	4,467	345	7.7
Female	3,752	389	10.4
Spanish-American Total	2,850	339	11.9
Male	1,924	238	12.4
Female	926	101	10.9

Source: 1970 U.S. Census

Census data show that the black population is underrepresented in white-collar and skilled craftsmen positions, and overrepresented in service jobs. The seemingly favorable proportion of women in professional occupations results from their predominance as elementary and secondary school teachers and in the nursing profession. Black women were over-represented in service occupations, with over one-fifth of the employed black women in such positions.

In relating 1970 Census data to the present, there has undoubtedly been some degree of change. However, changes in the occupational distribution are not believed to be very significant. In Table 3 at the end of the section, the 1970 Census data on minority employment and occupational distribution is compared to 1974 annual average labor force employment data, so that an approximation of the actual numbers employed in each occupation can be estimated.

The 1970 Census data reveal that women had an unemployment rate 1.5 percentage points higher than males. The unemployment rate for nonwhites was more than double that for whites and the rate for the Spanish-speaking was three times that of the whites.

3. Employment Developments and Outlook by Industry

The sharp loss of nonagricultural wage and salary positions since mid-September lowered and often reversed any gains which various industries had been enjoying during the first nine months of 1974. For instance, although manufacturing's annual average, as seen in the table following this section, advanced by 600, the mid-December level (61,900) is 2,100 below the prior mid-December. Over the year, durable goods employment gained slightly, peaking at 28,700 at mid-September. Since then, 1,000 jobs have been lost. Nondurable goods producers lowered their employment through mid-April, increased seasonally to mid-June, fell during mid-July as a result of unpaid vacation personnel, rebounded for the mid-August survey period, and then lost workers consistently in the last four months, especially the last two. As a result, the annual average of 36,700 was 500 below that in 1973.

The ordnance industry advanced fairly steadily in 1974, as it gained 400 workers over the year. The primary and fabricated metals industries and the nonelectrical machinery industry maintained a fairly even employment level, after the settlement of the Moore Drop Forge Co. labor-management dispute. Recent months indicate that a reversal may be starting in these industries. Moore Drop Forge Co. laid off approximately 300 in October, while TRW Holyoke Wire and Cable Co. began an indefinite plant-wide shutdown,

expected to be longer than the normal holiday closing, during Christmas week. The layoff will effect about 300 workers. In the face of the deepening recession, Sidal Aluminum Corp., the largest aluminum company in Europe, announced it will break ground in February on a facility in East Longmeadow. The new facility is expected to employ 100 persons when it is completed in September. The outlook for these industries is heavily dependent upon a national economic recovery and is thus liable to decline at least through the first half of 1975.

The nonelectrical machinery industry, likewise, remained at a fairly consistent level of around 7,200 thoughout 1974. The industry has been relatively unaffected by the economic downturn as of yet, but will undoubtedly slide during the first half of 1975. Regardless, in November the Holyoke Machine Co., a supplier of rolls used in the production of paper products, began construction of a shipping, receiving, storage, and manufacturing facility because of crowded conditions at the present building.

The electrical machinery industry expanded slightly during 1974, rising to an annual average of 3,500 as compared with 3,100 in 1973. Digital Equipment Corp. has been primarily responsible for the upsurge. During 1975 the economy and the planned phase-out of the approximately 230 workers at the Jerrold Corp. in Chicopee will limit the industry's growth.

The "other durable goods" category gained slightly during the first ten months of 1974, then fell by 600 between mid-October and mid-November, as Columbia Mfg. Co., laid off 500 due to a slowdown in the sale of bicycles. The instruments industry has been steady throughout 1974, while the sharp drop in new home construction has, at least temporarily, taken the area's largest wood products firm (American Standard) down the drain with it. "Other durable goods" employment will hit bottom and rebound before most of the other industries if Columbia Mfg. Co. sales resurge.

Employment in the food industry remained at approximately 2,500 through the year, but it will drop in the first few months of 1975 due to the closing of the Piel Bros. Brewery in Chicopee. The 250 employees to be affected will lower the industry's employment total during an economic downturn and the loss will continue the industry's long-term decline caused largely by consolidations and technological advances.

Both the textile mill products and apparel industries fell by 200 over the year and may be in for more of the same. The paper and paper products industry, however, has suffered since mid-year and can be expected to lose more employment before an upturn. From a high of 7,800 in June, the industry skidded steadily to 7,100 by mid-December, causing the annual average for 1974 to drop by 100 to 7,500. Employment losses over the past few months have been extremely widespread in the industry. In addition to personnel cutbacks, many firms have cut back to less than a full week due to lack of orders. In November, Diamond Match Co., of Springfield closed down for

3 days. Scott Graphics had a minor layoff involving 25 persons. One of Strathmore Paper Co.'s plants was shut down during mid-November. In the latter instance, as in others, the high cost of raw materials has forced producers to raise the price of the fine, specialty paper made at Strathmore and other Springfield SMSA plants. As a consequence, many customers are reverting to lower-grade paper when possible. However, even though the near-term outlook is bad, the long-term conditions appear good at some firms. The Brown Co. has invested more than $2 million in renovations, which included a $1 million boiler plant and Scott Graphics recently announced plans for construction of additional solvent recovery capabilities at its Gaylord Division in South Hadley. The highly seasonal printing and publishing industry fell steadily from a high of 5,900 at mid-July to 4,900 at mid-December. Although a decrease is expected over this six-month period, it was more severe than usual. Nevertheless, Springfield Photo Mount Co. recently purchased the former Marvellum plant in an expansionary move that should add 50 more jobs.

Employment in "other nondurable goods" plummeted sharply after mid-August, when Uniroyal Corp. had a substantial layoff. The chemical industry has not been affected very much as yet but is traditionally, along with paper products, very susceptible to the effects of an economic downturn. Stanley Home Products of Easthampton layed off 52 people in mid-November, while Monsanto Corp. recently announced the closing of its polyvinyl chloride operation in Springfield in January. As many as 100 workers could become unemployed, adding to the 33 workers who were laid off for an indefinite period in early December. Despite these hopefully short-term setbacks, Monsanto is proceeding with plans to build a new facility in Indian Orchard to produce a polyvinyl resin. Approximately 50 jobs will be added when construction of the open, highly automated plant is finished, prospectively by the end of 1976. Also, Tubed Products, Inc. plans to expand its opertion in Easthampton. The new facility will be used for manufacturing, warehouses, and offices and is scheduled for completion by December of this year. The company expects to double its manufacturing capability within 5 years.

The rubber and plastics products industry has suffered due to the reliance of its largest employer, Uniroyal, on automobile sales. Furthermore, plastics producers have been adversely affected by rises in the cost of their raw materials, although problems with adequate supplies have been largely overcome. The immediate future look bad for this industry.

While the leather products industry, not a particularly large one in the SMSA, has kept up well to date, seasonal layoffs at Buxton's Inc. will lower its employment. The miscellaneous manufacturing industry (SIC 39) is feeling the effects of the lackluster economy. Although a mostly seasonal drop until mid-December, worsening conditions have forced Milton Bradley Co., the East Longmeadow-based games producer, to extend its yearly two-week inventory shutdown another week. In addition, production at the company's newly purchased $1.2 million site will be less than previously

anticipated. Reduced sales forced the recent announcement of a 195-worker layoff at the Spalding Division of Questor Corp. In the Northampton area, Pro Brush layed off 75 to 100 workers in mid-December, citing a slump in sales. The industry should expand slightly after mid-March due to seasonal factors, but the worsening economy will hold usual seasonal gains to a minimum.

Seasonal and cyclical expansion in trade and services and continued growth in government employment boosted nonmanufacturing employment in 1974 to an annual average of 134,200, or 2,100 above that in 1973. Not all industries, however, contributed to the gain.

The construction industry was saddled in 1974 by the tightness of money and high interest rates. Residential construction, especially, plummeted to a little more than half the level of 1973. This drop was more than twice the decline nationwide. However, the Springfield area did not overbuild in better periods and has a larger potential gap to fill in housing when a recovery occurs. The fairly large amount of commercial construction, as noted in the Springfield SMSA September Area Manpower Review, especially in the vicinity of the city of Springfield, kept construction trades more active than in many other parts of the state. Nevertheless, the annual average fell by 400 to 7,300 and substantial recovery is not foreseen this year. Ongoing commercial construction, including substantial waste treatment facility construction, should hold construction employment at respectable levels.

The transportation, communications, and utilities industry maintained an employment level of approximately 9,500, except for a seasonal dip in July and August. Financial difficulties affected this industry in 1974 and appear to be a serious future problem. The telephone industry has been hurt by the downturn in home construction. Phone company layoffs on a statewide basis, fortunately, did not have too much effect on the SMSA, only separating approximately 35 workers.

Wholesale and retail trade advanced from mid-March through the end of the year, although the gains for the past month were not as large as usual. Annual average employment, however, rose 400 to 43,900. A long-awaited boost to trade employment, the 70-store Fairfield Mall in Chicopee, opened in late October. There is, however, a limit to the demand for trade establishments. An example of this is the recent closing of the two F.W. Woolworth Co. stores in Springfield. Also, two Food Mart stores reopened after extensive remodeling and redecoration work. The outlook for the industry is for a seasonal downturn and then less of a recovery due to the poor economy.

Table 5
Springfield-Chicopee-Holyoke, Massachusetts SMSA
Nonagricultural Wage & Salary Employment Annual Average - 1964-1974

Table 5
Springfield-Chicopee-Holyoke, Massachusetts SMSA
Nonagricultural Wage & Salary Employment Annual Average - 1964-1974
(in 000's)

Item	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974
Nonagricultural Wage & Salary#	178.4	182.5	189.9	191.5*	193.0	194.1	190.5	186.9	189.6	196.5	199.0
Manufacturing - Total	68.8	70.8	74.7	74.0	73.0	71.7	66.5	61.3	61.7	64.2	64.8
Durable Goods	29.3	30.1	32.8	32.8	31.7	31.2	28.2	24.4	25.0	27.0	28.1
Ordnance	1.7	1.9	2.2	2.8	3.7	3.7	2.9	2.4	2.4	2.3	2.7
Primary Metals	3.5	3.8	4.2	4.2	4.0	4.0	3.5	2.8	3.0	3.4	3.4
Fabricated Metals	5.5	5.6	6.1	6.2	6.0	6.0	5.8	5.3	5.4	5.8	5.8
Nonelectrical Machinery	8.4	8.4	8.6	8.1	7.8	7.8	7.4	6.3	6.6	7.1	7.2
Electrical Machinery	3.9	4.0	5.3	4.8	3.8	3.0	2.8	2.8	2.6	3.1	3.5
All Other Durable Goods	6.3	6.4	6.4	6.7	6.4	6.7	5.8	4.8	5.0	5.3	5.5
Nondurable Goods	39.5	40.7	41.9	41.2	41.3	40.5	38.3	36.9	36.7	37.2	36.7
Food and Kindred Products	2.8	3.0	2.6	2.6	2.6	2.7	2.7	2.9	2.8	2.6	2.5
Textile Mill Products	3.2	3.3	3.3	3.3	3.1	2.8	2.1	2.0	2.1	2.1	1.8
Apparel Products	4.6	4.4	4.5	4.4	4.5	4.1	3.9	2.6	3.6	3.6	3.4
Paper and Allied Products	8.3	8.6	8.7	9.0	8.6	8.5	8.3	7.8	7.6	7.6	7.5
Printing and Publishing	6.0	6.2	6.6	6.5	6.5	6.2	6.1	5.5	5.4	5.5	5.4
All Other Nondurable Goods	14.6	15.2	16.2	15.5	16.0	16.1	15.2	15.1	15.2	15.8	16.1
Nonmanufacturing - Total	109.6	111.7	115.2	117.6	120.0	122.4	124.0	125.6	127.9	132.3	134.2
Contract Construction	7.0	6.6	6.9	7.2	7.5	7.7	7.5	7.4	7.5	7.7	7.3
Trans., Comm., and Utilities	8.0	8.4	8.4	8.3	8.1	8.7	8.8	9.0	9.2	9.5	9.4
Wholesale and Retail Trade	35.1	35.1	36.7	37.8	39.2	40.3	40.6	41.6	42.2	43.5	43.9
Fin., Ins., and Real Estate	8.6	8.6	8.5	8.9	9.1	9.4	9.6	9.6	9.8	10.1	10.5
Service, Misc., and Mining	27.5	29.0	30.1	30.8	31.9	31.2	30.9	31.1	31.8	33.4	34.0
Government	23.4	24.0	24.6	24.6	24.2	25.1	26.6	26.9	27.4	28.1	29.1
Persons Involved in Labor Disputes	0	0.3	0	0.5	0.7	0.2	0.4	0.5	0.1	0.5	0.3

Source: BLS Current Employment Series

* Does not add due to rounding

Service employment, which has a heavy seasonal variation, increased its annual average by 600 to 34,000 in 1974. The industry seems to be slowing down its growth rate and will be sorely affected by the recession but remains a growing field for the long-term.

Government employment continued to rise in 1974, leaping by 1,000 to 29,100. Much of the expansion was due to Title II of the Comprehensive Employment and Training Act, providing for public service jobs to cities and towns with high unemployment. The Act has allowed Hampden County municipalities and the county government to hire approximately 650 individuals, of which about 300 have been employed by the city of Springfield. In addition, state government in the county has been alloted approximately 80 slots under the current and prior fiscal year Title II appropriations and remaining Emergency Employment Act. Currently, the area is receiving another employment boost as a result of additional funding passed by the Congress under Title VI of CETA. Approximately 900 more positions in Hampden County public service employment will be available as a result of the unemployment developments of the past few months. State and local government in Hampshire County, which contains only 3 SMSA towns, has hired approximately 160 individuals under CETA and is in line for approximately 150 more as the result of the recently released additional funding. Even though federal funding has allowed this recent expansion, the trend of local governments' rising employment may be over. The cities, especially Chicopee and Holyoke, are being hit hard financially by the recession, inflation, higher unemployment among its taxpayers, and will be hard-pressed to avoid substantial layoffs in the near future.

4. Employment Developments and Outlook by Occupation

The number of openings on the Springfield Job Bank, which covers the western part of the State, dropped drastically in the last four months of 1974. Although partly seasonal due to the end of summer, the reduction in public-service openings toward the end of the year, and the end of the Eastern States Exposition, the severe drop of the past few months is indicative of the deteriorating economic situation.

Unfilled Job Openings
Last Day of Month on the Springfield Job Bank
1974

Month	Number	Monthly Percentage Change
January	1,503	
February	1,261	-16.1
March	1,323	+ 4.9
April	1,574	+19.0
May	1,517	- 3.6
June	1,644	+ 8.4
July	1,805	+ 9.8
August	2,291	+26.9
September	1,686	-26.4
October	1,146	-32.0
November	687	-40.1
December	547	-20.4

As seen in the following table, the tremendous decline in orders on the job Bank since September has been in every major occupational category. While partly seasonal in the services and almost wholly so in farming, fishing, and forestry, the declines elsewhere were more cyclical in nature.

Unfilled Job Openings by Occupational Category
Springfield Job Bank
December and September 1974

Occupational Category	December	September	Percentage Change
Total	547	1,686	-67.6
Professional, Technical, and Managerial	71	223	-68.2
Clerical and Sales	102	253	-59.7
Services	108	354	-69.7
Farming Fishing, and Forestry	3	184	-98.4
Processing	9	40	-77.5
Machine Trades	95	222	-57.2
Bench Work	128	232	-44.8
Structural Work	14	101	-86.1
Miscellaneous	17	75	-77.3

As seen in the above table, the drop in openings by occupational category was extremely widespread and affected virtually every occupational group. Limited demand still existed for engineers, social and welfare workers, service industry managers, and miscellaneous managerial workers in the professional, technical, and managerial category. Stenographer, typists, and various clerical help orders had fallen off, as well as the need for salespersons. Limited but lesser demand was in the Bank for waiter and maid positions in the service category, while the number of attendant openings had declined but was still significant. Openings for guards, once numerous, fell to 4 at the end of December. The drop in agricultural openings was expected, while machinists, abrading, twining, milling and planning, and other metal machining jobs were less numerous than in September but still constituted the major part of the machine trades openings. Machine installers and repairers remained in demand. A limited number of openings existed in weaving and related work in the textile industry. In the bench work category, sewing machine operators remained the most in demand, while down substantially from September. Even packaging and material handling openings had fallen off to only 11.

5. Recent Trends in Unemployment

The number of unemployed in the SMSA jumped by 2,200 to 18,000 at mid-December, equalling 7.7 percent of the civilian labor force, as compared with 6.7 percent one month earlier. At mid-December 1973, there had been fewer unemployed (14,700) and a lower unemployment rate (6.3 percent).

An increase of approximately 2,900 UIcontinued claims accounted for the jump in unemployment between mid-November and mid-December 1974. However, a seasonal drop in the estimated number of new workers and those re-entering the labor force seeking employment partially offset the rise in UI claims. Over the year, UI claims have increased by about 3,900 to 11,817.

Despite the worsening of the economy, the SMSA's unemployment rate remained below that of the State. At mid-December, the Massachusetts rate was 8.2 percent, or 0.5 percentage points above the SMSA. A comparison of unemployment rates for the SMSA, state, and nation shows that the SMSA has improved in relation to the State but is still considerably above the national rate.

Annual Average Unemployment Rates
For the SMSA, State, and Nation
1971-1974

Year	Unemployment Rates		
	SMSA	Mass.	U.S.
1971	7.6	6.6	5.9
1972	6.2	6.4	5.6
1973	6.3	6.7	4.9
1974	6.6	7.2	5.6

The SMSA UI benefit payment data reveals that the rise in payments over the month was due primarily to the increased number of workers originating from construction and manufacturing firms. Benefit payments to ex-manufacturing workers in total unemployment numbered a little over 1,600 more, or 3,977, at mid-December 1974. Payments to totally unemployed construction workers rose by 500 to 1,470 over the month. Unemployed nonmanufacturing workers were also more numerous than at mid-November, although the change was less dramatic. The same pattern, with even a larger part of the increase attributable to the manufacturing sector, occurred over the year. The number of UI payments given to all totally unemployed workers and the percentage attributable to the various segments of the economy follows:

Categories	December 1974	November 1974	December 1973
Total Payments	9,067	6,899	5,743
Manufacturing	43.8	42.9	34.3
Construction	16.2	14.1	19.3
Trade	15.9	18.0	20.1
Finance, Insurance and Real Estate	3.4	3.9	4.2
Services	12.9	13.6	14.9

6. Universe of Need for Manpower Services

The Universe of Need for Manpower Services represents an attempt to estimate needs for manpower services in the SMSA. It is composed of three basic groups: (1) the unemployed, people without jobs who are willing, able and actively seeking work; (2) The underutilized, people employed part-time but who want full-time employment or those whose full-time earnings are not enough to sustain the family above the poverty level; and (3) persons not in the labor force but who should be.

Of the projected 96,500 individuals in the Universe of Need for FY 76, is estimated that 16,800 are classified as poor (below the poverty level), 20,200 are estimated to be in near-poverty (less than 25 percent above the poverty level) while the remainder (59,500) will be nonpoor individuals above the level of near-poverty. It is interesting to note that, although all the above categories of individuals are estimated to be above the level during FY 75, the largest relative increase will be in the group of individuals above the level of near-poverty. This is due to the widespread effects of continuing slack in demand in the economy and the resultant unemployment of relatively larger numbers of previously long-term employed.

The number of individuals who are not in the labor force but should be is estimated to be 6,900 in FY 76. The discouraged worker effect mentioned in the previous section is the primary reason for the increase.

It is estimated that approximately 17,000 welfare recipients will be in the Universe of Need. Of this total, approximately 10,000 will be potential WIN applicants. This total, as explained in last year'sAMPR, is not the total of all AFDC recipients of working age in the area. Rather it is an estimation of the number of mandatory registrants and the number of individuals with pre-school children who might volunteer for the program. Added to the estimation of welfare recipients this year is an approximation of the employable General Relief clientele who will be picking up their check at the Division of Employment Security offices in the SMSA.

There will be an estimated 13,000 minority group members in need of manpower services during the coming fiscal year. This total is well above the level of the prior fiscal year due to three reasons (1) forecast of higher unemployment (2) larger numbers of minorities in the population, and (3) larger relative percentages of minority group youth who are now entering the labor market-see Table 2.

7. Characteristics of the Disadvantaged

Of the estimated 16,800 poor persons in the FY'76 Universe of Need, almost nine-tenths (14,900) will be classified as disadvantaged because they meet at least one of the following criteria: (1) are under 22 or over 44 years of age (2) did not complete high school (3) are a minority group member, or (4) are handicapped. While the number of disadvantaged is above the previous fiscal year's estimate, the group's percentage of the Universe of Need should fall as relatively larger numbers of nondisadvantaged require manpower services.

Although the majority of the disadvantaged are nonminority group members, a greater proportion of minority group members are poor. In the 1970 Census, there were four poor nonwhite families to every poor white family. However, the total number of white families was 16 times that of nonwhite families, as a result, approximately 80 percent of the disadvantaged families were white. Employment Service Automated Reporting System data show that 24.5 percent of the active applications on file at the DES office in the SMSA at the end of December from minority group members. Since 1970 Census data show minority group members equalling only 6.9 percent of the population, there is much greater relative need for manpower services among the minority group population.

Many of the disadvantaged are older people with outmoded skills or inadequate education, while many are young (under 22) with little or no skills and also inadequate education. While time is on the side of the young, higher educational achievement is expected of the current generation and, in fact, demanded by the majority of potential employers. Again, ESARS data reveals the high incidence of need among the young, as applications of persons under 22 equal 22.9 percent of the active applications in the SMSA. In 1970, only 11.1 percent of the SMSA's population was between 16 and 21 years of age.

The Spanish-surnamed segment of the minority group population is very prevalent among those in need of manpower services. Although only 2.0 percent of the SMSA's population according to 1970 Census data, Spanish-surnamed had 11.4 percent of the active applications for employment-related assistance at the SMSA Division of Employment Security office.

8. Characteristics of the Individuals Other than the Disadvantaged in the Universe of Need

The nondisadvantaged are estimated to be a larger portion (81,600) of the total Universe of Need in Fiscal Year 1976 than in the prior fiscal year. Some of the individuals are classified "other poor", which means they do not meet the disadvantaged criteria. Nevertheless, the lack of adequate education and skills, very prevalent among the "other poor" leaves many at a disadvantage in obtaining lasting employment. A larger group (20,200) is considered in near-poverty because family income is less than 25 percent above the poverty level. Many individuals in this group have full-time employment in low paying jobs.

The great majority of nondisadvantaged (59,500) have incomes above the near-poverty level but are nevertheless in need of manpower services. With unemployment on the rise, many of this group will join the jobless ranks. Recent layoffs at Monsanto Chemical Co. and the shutdown of the Piel Bros. Brewery in Chicopee affected many workers 45 years of age and older. Also included in this group are youths who need vocational guidance. Furthermore the number of new entrants and reentrants to the labor market is rising.

9. Barriers to Employment of the Disadvantaged

In addition to a scarcity of jobs, the disadvantaged are hindered by a number of other obstacles in obtaining suitable employment. The 1970 Census data on poverty incidence, education, minority group percentages, etc. indicate some of the problems of the disadvantaged, while other problems are faced by a broad range of the population, but especially the disadvantaged.

Lack of education and inability to speak English adequately are two obstacles many disadvantaged face. Many Spanish-speaking people, especially newcomers, are held back in their efforts to obtain better-paying jobs by a combination of the above. Often, difficulty in school is directly related to language difficulties. Bi-lingual classes are becoming more prevalent as the need for assistance enlarges, but more still needs to be done.

Lack of adequate, inexpensive child care inhibits many parents from seeking full-time employment, while transportation difficulties plague many others. Alcoholism, drug abuse, and mental illness stymie many individuals from becoming productive. The Springfield Center for Alcoholic Treatment and Education is a newly formed, federally funded agency intending to deal primarily with the black population in the Hill-McKnight area of Springfield. Two basic services will be the main object of first year funding of $160,000 by the National Institute of Alcoholism and Alcohol Abuse -- a drop-in center with counseling and educational services and a residential facility for a proposed 30 patients. Counseling and job placement will be an important part of the facility's services, while close contact with the alcoholism clinic and detoxification center will be a further assistance to the clientele. In the field of mental health, a recent federal grant from the National Institute of Mental Health will enable the Community Care Center of Springfield to be a complete, rather than part-time outpatient facility. The $340,000 grant will be used to buy and renovate a building with classrooms, rehabilitation equipment, and video tape equipment. The Community Care Center is one of three satellites that will be part of the Donald R. Newhouse Medical Health Center.

APPENDIX

ringfi

Table 1

Universe of Need for Manpower Services

Fiscal Year 1976

Springfield-Chicopee-Holyoke, Mass. SMSA

	Number of Individuals
	Planning Assumptions for FY 1976
1. Total Universe of Need for Manpower Services (Number of different individuals in year)	96,500
a. Poor	16,800
(1) Disadvantaged	14,900
(2) Other Poor	1,900
b. Nonpoor	79,700
(1) Near-Poverty	20,200
(2) All Other Nonpoor	59,500
2. Unemployed and Underutilized Disadvantaged, Total	14,900
a. Unemployed	3,100
b. Underutilized	11,900
(1) Employed part-time for economic reasons	1,900
(2) Employed full-time but with family income at or below poverty level	3,100
(3) Not in labor force but should be	6,900
3. Total Number of Different Individuals Unemployed in Year.	69,000

Springfield-Chicopee-Holyoke, Massachusetts SMSA

Plan of Service Manpower Data Summary

For Fiscal Year 1976

Item	Number of Individuals
1. Total Civilian Population (as of 1970 U.S. Census)	529,920
a. Age Distribution:	
16 through 21 years	58,840
22 through 44 years	141,960
45 years and over	174,200
b. Members of Minority - Total	36,255
16 years and over	20,577
2. Total Civilian Labor Force (12 month average for year ending December 31, 1974)	234,300
a. Employed, Total (12 month average)	219,000
b. Unemployed (12 month average)	15,300
(1) Unemployment Rate	6.5
3. Universe of Need for Manpower Services for Fiscal Year (Number of different individuals in year)	96,500
a. Poor	16,800
(1) Disadvantaged	14,900
(2) Other Poor	1,900
b. Non-Poor	79,700
(1) Near-poverty	20,200
(2) All Other Non- poor	59,500
4. Unemployed & Underutilized Disadvantaged: by Category	14,900
a. Unemployed	3,000
b. Underutilized	11,900
(1) Employed part-time for economic reasons	1,900
(2) Employed full-time, but with family income at or below poverty level	3,100
(3) Not in labor force but should be	6,900
5. Welfare Recipients	17,000
6. Estimated School Dropouts (Forecast period)	2,600
7. Estimated Number of Veterans Needing Manpower Services (Forecast period)	14,500
a. Number of Vietnam-Era Veterans Needing Manpower Services (Forecast period)	9,000
8. Estimated Number of Minorities needing Manpower Services	13,000
9. Total Number of Different Individuals Unemployed During the Year	69,000

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MASS. MA20.27: Sp/1978

ANNUAL PLANNING REPORT FISCAL YEAR 1978

MASSACHUSETTS DIVISION OF EMPLOYMENT SECURITY JOHN D. CROSIER DIRECTOR AFFILIATED WITH EMPLOYMENT AND TRAINING ADMINISTRATION U.S. DEPARTMENT OF LABOR

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ANNUAL PLANNING REPORT

FISCAL YEAR 1978

SPRINGFIELD-CHICOPEE-HOLYOKE, MASSACHUSETTS
LABOR MARKET AREA

Prepared by: Murray Leaffer
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I. Highlights and Conclusions

Beginning in November 1974, the national recession had adversely affected just about every aspect of the Springfield-Chicopee-Holyoke Labor Market Area. In fact, only a sizable increase in government-sponsored employment prevented total nonfarm payrolls from dropping further. Improvement in the national economy did not begin until the last half of 1975. It was during this period that recovery was first visible in the local economy. As much as 90 percent of the goods produced and some services are exported.

Barring seasonal fluctuations, unemployment and the unemployment rate in this labor market area dropped consistently from August 1975 to the present. During this period the rate averaged two to three-tenths of a percentage point less than that of the state and in the last three months fell below that of the nation (See Tabel Vb). However, with an unemployment rate of 7.2 percent and unemployment running close to 19,000 in January 1977, the unemployment condition is still considered"substantial" in this area. Furthermore, as the unemployment rate dropped from an average of 11 percent in 1975 to more than seven percent in 1977, most of the unemployed who found work during the past 18 months were either professionals, skilled or semi-skilled workers. Therefore, in 1977 and 1978, with unemployment expected to be around 20,000 as against 30,000 in 1975 and 25,000 in 1976, the percentage of the total unemployed made up of unskilled workers in need of employment and training services will increase considerably.

Factors contributing to progress in the local economy are as follows:

The excellent industrial mix and broad diversification within industrial categories.

The policy of encouraging growth of existing industries by local public and private agencies working together.

Revitalization of blighted areas in inner cities by private and public institutions.

The success of local administrations in acquiring Federal funds for new construction of public facilities.

The recently completed, new, multi-unit housing in downtown areas, which has already started a migration in large numbers of highly skilled and professional people back to the downtown areas. (More construction in the groundbreaking stage will further revitalize the inner city).

II. Description of Area

A. Definition of Area

AREA DEFINITION

Cities and Towns. The Labor Market Area is comprised of five cities and twenty-eight towns. The five cities are Springfield, Chicopee, Holyoke, Westfield, all located in Hampden County, and Northampton in Hampshire County. The twenty-eight towns are Agawam, Brimfield, East Longmeadow, Granville, Hampden, Longmeadow, Ludlow, Monson, Montgomery, Palmer, Russell, Southwick, Wales, West Springfield and Wilbraham in Hampdon County; Amherst, Belchertown, Chesterfield, Easthampton, Granby, Hadley, Hatfield, Pelham, Southampton, South Hadley, Westhampton and Williamsburg in Hampshire County; Warren in Worcester County.

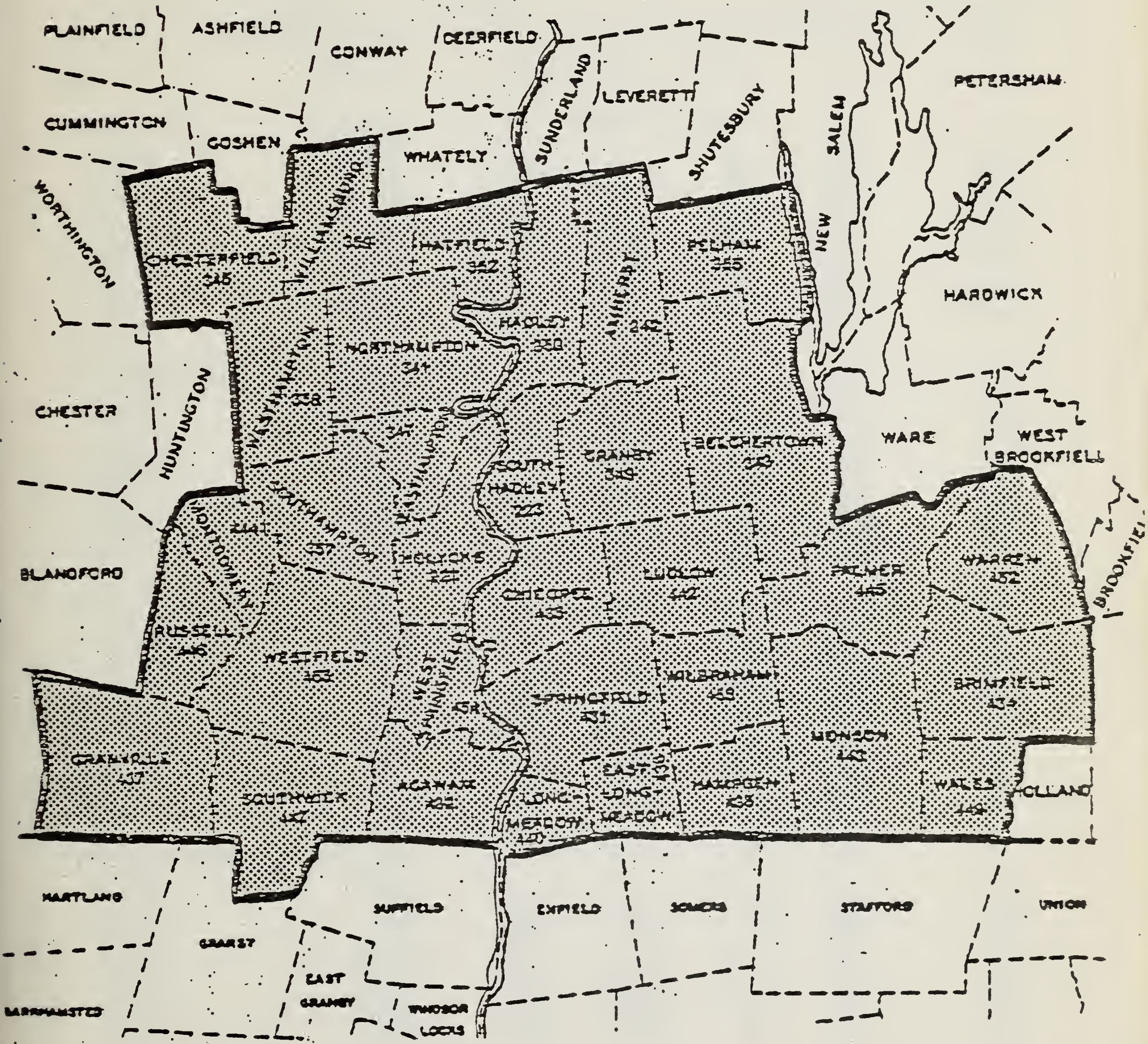
Land Area. The Springfield-Chicopee-Holyoke Labor Market Area based on the newly defined geographical boundaries has a total of 870.14 square miles of land area. The city of Westfield with a land area of 46.85 square miles is the largest among the five cities.

Other Geographical Features. The area has several mountain ranges of which the most famous are Mount Tom and the Berkshire Hills. The Labor Market Area has a very large river basin, known as the Lower Pioneer Valley and is enclosed on both sides by scenic mountains, which constitutes an extremely important natural resource area of the state. The Connecticut River, the largest in New England, flows through the heart of the area from north to south, while two of the largest tributaries, the Chicopee and Westfield Rivers, flow through the eastern and western sections of the Labor Market Area. The area has a number of reservoirs, lakes, and ponds and is rated as having an undeveloped tourism potential.

B. Population and Labor Force Characteristics and Trends

Breakouts of the population of the Springfield-Chicopee-Holyoke Labor Market Area are available by age, race, ethnic group and sex using data from the Lawrence-Berkeley Laboratory of the University of California derived from the 1970 Census. Relevant demographic information for the area including projected fiscal year 1978 average characteristics of the area's population and labor force, is given in the following tables:

SPRINGFIELD-CHICOPEE HOLYOKE LABOR AREA



THE COMMONWEALTH OF MASSACHUSETTS
DIVISION OF EMPLOYMENT SECURITY

TABLE IIB

POPULATION AND LABOR FORCE COMPOSITION PROJECTIONS
FISCAL YEAR 1978
SPRINGFIELD-CHICOPEE-HOLYOKE LABOR MARKET AREA

	Population	Labor Force	Employ	Unemploy	Unemploy Rate	Labor Force Participation Rate
TOTAL	584,226	273,000	253,000	20,200	7.4	64.2
White Male	263,842	149,613	140,116	9,497	6.3	79.2
0-15	74,911	--	--	--	--	--
16-17	10,551	6,230	5,469	761	12.2	59.0
18-19	10,551	6,171	5,283	888	14.4	58.4
20-24	26,487	20,830	18,845	1,985	9.5	78.6
25-34	38,842	37,702	35,822	1,880	5.0	97.1
35-44	24,370	23,924	22,853	1,071	4.5	98.2
45-64	55,662	49,566	47,276	2,290	4.6	89.0
65 +	22,468	5,190	4,568	622	12.0	23.1
White Female	286,660	110,119	101,487	8,632	7.8	51.1
0-15	71,483	--	--	--	--	--
16-17	10,978	6,968	5,957	1,011	14.5	63,5
18-19	10.978	5,539	5,061	478	8.6	50.5
20-24	31,177	20,104	18,818	1,286	6.4	64.5
25-34	37,876	20,474	19,113	1,361	6.6	54.1
35-44	25,793	15,814	14,762	1,052	6.7	61.3
45-64	61,859	36,850	33,797	3,053	8.3	59.6
65 +	36,516	4,350	3,979	391	8.9	12.0
Nonwhite Male	15,849	7,547	6,397	1,150	15.2	78.7
0-15	6,259	--	--	--	--	--
16-17	724	207	109	98	47.3	28.6
18-19	724	396	286	110	27.8	54.7
20-24	1,627	1,425	1,110	315	22.1	87.6
25-34	2,565	2,417	2,174	243	10.1	94.2
35-44	1,541	1,404	1,238	166	11.8	91.1
45-64	1,914	1,581	1,375	206	13.0	82.6
65 +	495	117	105	12	10.3	23.7
Nonwhite Female	17,876	5,720	4,799	921	16.1	48.7
0-15	6,127	--	--	--	--	--
16-17	718	209	157	52	24.9	29.1
18-19	718	336	268	68	20.2	46.8
20-24	2,075	1,046	799	247	23.6	50.4
25-34	3,107	1,650	1,404	246	14.9	53.1
35-44	1,941	1,270	1,033	237	18.7	65.4
45-64	2,351	1,094	1,033	61	5.6	46.5
65 +	839	115	105	10	8.7	13.7

TABLE IIC

POPULATION AND LABOR FORCE COMPOSITION PROJECTIONS
FISCAL YEAR 1978
HAMPDEN COUNTY

	Population	Labor Force	Employ	Unemploy	Unemploy Rate	Labor Force Participation Rate
TOTAL	449,380	216,000	200,247	15,752	7.3	66.4
White Male	200,579	118,375	110,969	7,406	6.3	82.8
0-15	57,668	--	--	--	--	--
16-17	7,937	4,929	4,336	593	12.0	62.1
18-19	7,937	4,883	4,190	693	14.2	61.5
20-24	17,377	16,480	14,932	1,548	9.4	94.8
25-34	28,325	27,700	26,234	1,466	5.3	97.8
35-44	19,080	18,929	18,094	835	4.4	99.2
45-64	44,193	40,847	39,061	1,786	4.4	92.4
65 +	18,062	4,607	4,122	485	10.5	25.5
White Female	218,872	87,127	80,395	6,732	7.7	53.2
0-15	54,968	--	--	--	--	--
16-17	8,135	5,513	4,725	788	14.3	67.8
18-19	8,135	4,383	4,010	373	8.5	53.9
20-24	19,086	15,906	14,903	1,003	6.3	83.3
25-34	29,157	16,199	15,138	1,061	6.5	55.6
35-44	20,280	12,512	11,692	820	6.6	61.7
45-64	49,379	29,156	26,776	2,380	8.2	59.0
65 +	29,732	3,458	3,151	307	8.9	11.6
Nonwhite Male	13,989	5,971	5,074	897	15.0	72.2
0-15	5,717	--	--	--	--	--
16-17	660	164	88	76	46.3	24.8
18-19	660	313	226	87	27.8	47.4
20-24	1,271	1,127	881	246	21.8	88.7
25-34	2,097	1,912	1,722	190	9.9	91.2
35-44	1,335	1,111	983	129	11.6	83.2
45-64	1,785	1,251	1,089	162	12.9	70.1
65 +	464	93	84	9	9.7	20.0
Nonwhite Female	15,940	4,526	3,808	718	15.9	43.6
0-15	5,549	--	--	--	--	--
16-17	632	165	124	41	24.8	26.1
18-19	632	266	213	53	19.9	42.1
20-24	1,666	828	635	193	23.3	49.7
25-34	2,652	1,305	1,113	192	14.7	49.2
35-44	1,843	1,005	820	185	18.4	54.5
45-64	2,214	866	822	44	5.1	39.1
65 +	752	91	81	10	11.0	12.1

III. Economic Outlook

In making an economic forecast for fiscal years 1977 and 1978, it is assumed that the following conditions will prevail:

1. Inflation, which cooled down to a national average of 4.8 percent last year, will remain under 6.0 percent in 1977.
2. Barring any unusual labor dispute settlements(many contracts are up for negotiations in 1977), wage rates will rise but no so fast as to add new fuel to inflation.
3. New tax cuts and possibly rebates will be legislated by Spring.
4. Because of tax cuts, wage increases, more overtime (already noted in 1976), and the slowdown in inflation, gross earnings are now higher than a year ago. The result will be a rise in consumer confidence and spending.
5. Business investment in plants and equipment has picked up substantially since 1975 throughout the country and is expected to continue through 1978.
6. All types of energy will be available, but the cost may be detrimental to desired growth.
7. The tight monetary policy of the Federal Reserve Sytem in 1975 relaxed somewhat in 1976, and is expected to loosen up further in 1977. This should lead to a significant rise in the availability of investment capital in the state over the next year or two.
8. There will be a concerted effort by Federal, State and Local authorities to improve the severely depressed contract construction industry. This will include grants for public works, rent-subsidies, and mortgage guarantees.
9. The National unemployment rate is expected to average 7.6 percent in fiscal year 1977 and 6.6 percent in fiscal year 1978.

On the basis of these assumptions the Springfield-Chicopee-Holyoke Labor Market Area can be expected to follow these main trends through fiscal year 1978:

1. Barring seasonal fluctuations, total nonagricultural employment will show gradual improvement through fiscal years 1977 and 1978.

2. In the hard goods producing sector, payrolls in two industries, ordnance and primary metals, will stabilize in fiscal year 1977 at the same level which existed in the previous 12 months. The rest of the industries manufacturing hard goods will enlarge their workforces. Biggest gains will be recorded in non-electrical machinery due to continued success in the computer manufacturing industry. In fiscal year 1978 all sectors producing hard goods will show an increase in employment.

3. In the soft goods producing sector, all categories will show a gradual increase through fiscal year 1978, with the largest gains in companies producing chemicals, rubber, leather goods, sporting goods and games.

4. The nonmanufacturing division will continue to supply 70 percent of the jobs in the labor market area in fiscal years 1977 and 1978.

5. Because of the slow but gradual improvement in employment in the Springfield-Chicopee-Holyoke Labor Market Area the average unemployment rate is expected to be 7.9 percent in fiscal year 1977 and 7.4 percent in fiscal year 1978.

Table II

Annual Average Employment*by Industry
Springfield-Chicopee-Holyoke Labor Market Area
1970-1976
1975 Benchmark

Industry	1976	1975	1974	1973	1972	1971	1970
Nonagricultural Wage and Salary	212.1	209.7	215.1	213.5	204.7	202.6	203.7
Manufacturing	62.8	61.7	66.4	65.2	62.9	62.5	67.8
Durable Goods	26.9	27.2	29.0	27.3	25.3	24.7	28.6
Ordnance	2.8	2.8	2.7	2.3	2.5	2.4	2.9
Primary Metals	3.5	3.6	3.5	3.5	3.0	2.7	3.5
Fabricated Metals	5.9	5.6	5.9	5.9	5.5	5.4	5.9
Nonelectrical Machinery	6.6	6.5	7.3	7.1	6.6	6.4	7.5
Electrical Machinery	3.6	3.9	4.0	3.1	2.6	2.8	2.8
All Other Durable Goods	4.5	4.8	5.6	5.4	5.1	5.0	6.0
Nondurable Goods	35.9	34.5	37.4	37.9	37.6	37.8	39.2
Food	2.6	2.6	2.5	2.6	2.9	3.0	2.8
Textiles	1.9	1.7	1.7	2.1	2.1	2.0	2.1
Apparel	3.1	3.0	3.2	3.6	3.6	3.6	3.9
Paper	7.8	7.3	8.1	8.0	8.2	8.3	8.8
Printing and Publishing	5.7	5.5	5.6	5.5	5.4	5.6	6.1
All Other Nondurable Goods	14.8	14.4	16.3	16.1	15.4	15.3	15.5
Nonmanufacturing	149.3	148.0	148.7	148.3	141.8	140.1	135.9
Contract Construction	5.8	6.0	7.6	8.2	7.8	7.9	7.8
Transportation,Communications, Utilities	8.3	8.6	9.2	9.6	9.2	9.0	8.9
Wholesale and Retail Trade	45.7	45.7	45.5	44.9	43.0	42.4	41.5
Finance, Insurance,Real Estate	11.1	11.3	11.0	10.4	10.0	9.8	9.8
Services	37.0	36.3	36.2	35.1	33.3	33.0	32.2
Government	41.4	40.1	39.2	40.1	38.5	38.0	35.7

* In Thousands

Table III

Table III

Nonagricultural Wage and Salary Employment by Major Industries and Groups
Projections through Fiscal Years 1977 and 1978
Springfield-Chicopee-Holyoke Labor Market Area

Industry	Col. 1	Col. 2	Col. 3	Col. 4
	Employment**			
	10/1/74 thru 9/30/75 Average Experience	10/1/75 thru 9/30/76 Average Experience	Fiscal Year* Average 1977 Projections	Fiscal Year* Average 1978 Projections
Nonagricultural - Total	210.9	211.5	215.7	220.9
Manufacturing - Total	62.5	62.4	64.3	66.0
Durable Goods - Total	27.7	26.8	27.8	28.9
Ordnance	2.8	2.8	2.8	2.9
Primary Metals	3.6	3.5	3.5	3.6
Fabricated Metals	5.5	5.8	6.0	6.2
Machinery (exc. elec.)	6.8	6.5	7.2	7.4
Electrical Machinery	4.1	3.6	3.7	4.0
All Other Durable Goods	4.9	4.6	4.7	4.8
Nondurable Goods - Total	34.8	35.6	36.5	37.1
Food	2.6	2.6	2.7	2.7
Textiles	1.7	1.8	1.9	1.9
Apparel	2.9	3.2	3.2	3.3
Paper	7.4	7.7	7.8	7.9
Printing	5.6	5.6	5.7	5.8
All Other Nondurable Goods	14.6	14.7	15.2	15.5
Nonmanufacturing - Total	148.4	149.1	151.4	154.9
Contract Construction	6.2	5.8	6.1	6.8
Transportation & Public Utilities	8.5	8.4	8.6	8.8
Wholesale & Retail Trade	46.0	45.8	46.0	47.0
Finance,Insurance & Real Estate	11.3	11.1	11.2	11.3
Services, Miscellaneous & Mining	36.3	36.9	37.6	38.6
Government Total	40.1	41.1	41.9	42.4

Source: Current Employment Series of the Massachusetts DES in Cooperation with the U.S. Department of Labor, Bureau of Labor Statistics as Adjusted to Employment and Wage Data of the Massachusetts DES.

* 12 Months period ending September 30th. ** In Thousands of Jobs.

IIIa. Employment Developments and Outlook by Industry Projected Through Fiscal Year 1978

In the hard goods sector of the manufacturing industries, ordnance has probably become the most stable with payrolls averaging around 2,800 in 1976. It was affected only slightly by the economic slump in the second and third quarter of 1975, and resumed normal levels early in 1976. Since it is a labor-intensive industry producing small arms for government and sportsmen, it can be expected to edge up somewhat to 2,900 jobs by fiscal year 1978.

The primary metals industry is extremely affected by the business cycle, mainly because the products are not finished goods but components of finished goods, making production for inventory difficult. Primary metals is a capital-intensive industry, involving such heavy equipment as blast furnaces, extruders of cold rolled steel, foundries producing irom castings, drop forging equipment, and drawing and insulating of nonferrous cable or wire. Due to the capital intensiveness of this industry and the constant effort by firms in the area to automate their processes, only slight growth in payrolls can be expected in this sector over the next two years, and this will tie in closely with the slow but anticipated growth in the general economy. Consequently, employment should reach an average of 3,600 in fiscal year 1978.

The fabricated metals industry is also affected by the ups and downs of the business cycle, but not as much as the primary metals sector, because much of its products are finished goods. Producers of cutlery, industrial and home tools, hardware, valves and fittings, and heating and plumbing equipment, to mention a few items, can build up inventories against future sales. Average employment dropped to 5,600 in recessionary 1975 but quickly bounced back to 5,900 in 1976, the high level of 1973 and 1974. Increased consumer confidence which led to a rise in demand for consumer goods in the last half of 1975 was the direct cause of the rapid recovery in this industry. Payrolls should push over 6,000 in this industry for the first time in fiscal year 1978.

The nonelectrical machinery industry produces a wide variety of capital goods, and capital goods are the items most hit by the recession. After losing several hundred jobs in 1975, the industry began a slow recovery in 1976. Some of the improvement was due to a rise nationally in demand for special industrial equipment. Many firms endeavored to recoup their losses by more automation. By the end of 1976 and early 1977, improvement was helped along by the healthy growth in the production of minicomputers. The computer industry is still relatively new and as such is still growing and not affected by the ups and downs of the business cycle. Payrolls in the nonelectrical machinery industry should grow by 500 to 600 jobs by fiscal year 1978.

Payrolls in the electrical machinery producing industry reached a record high of 4,500 in the fall of 1974. By mid-1975, 1,000 jobs were lost in this industry. Employment remained at about 3,500 until late 1976. By the end of 1976, growth in employment began to surface in firms producing electronic components and electrical equipment for internal combustion engines. Since these sectors are labor-intensive, workrolls should grow to about 4,000 by fiscal year 1978.

The largest segment of the all other durable goods category is the transportation equipment industry which is divided into three sectors: vehicle parts, bicycles and parts, and aircraft parts.

The vehicle parts business consists of one large firm which caters to the trucking industry. Here payrolls peaked at 2,300 in 1969 but kept falling off until 1974 when it stabilized for a short period at 1,200 jobs. Employment started to drop again in the second half of 1975, losing 1,000 jobs. Fortunately, much of the cutback was accomplished by attrition. Expansion in the diesel-power trucking industry in 1976 enabled the firm to recoup its loses, and by the end of the year workrolls reached 1,300. The only deterrent to a healthy growth in employment through fiscal year 1978 could be foreign competition. A large competitor in Germany has recently fully automated its plant.

The bicycle business is also a one-firm industry; however, the firm is the second largest producer of bicycles in the nation. Being a producer of a luxury item, the company was hard hit by the recession in 1975. Payrolls shrunk by 50 percent, down to 500 from a high of 1,000. The company was able to recoup somewhat in 1976, bringing employment up to 600 by the end of the year. The firm recently became the nation's first and only manufacturer of the newest thing in bikes: the "Moped", a motorized pedal bicycle that gets 150 miles per gallon. According to a spokesman for the firm, "Mopeds are selling so well that company officials plan to double production in 1977." Growth might be hampered by possible legislation requiring licensing, insurance, or changes in the safety code (requiring helmuts). The firm plans to celebrate its centennial this year by introducing a new product: a spring-activated exercising unit for school gymnasiums. Payrolls should grow by a few hundred in this sector over the next two years.

The aircraft parts industry has been fairly steady jobwise in this labor market area. The strong national defense program, especially in the area of military aircraft, should keep employment growing in this industry through fiscal year 1978.

The smallest employment growth in the soft goods producing sector will occur in the food and food processing industry. Employment in this area peaked in 1971 at 3,000, declined to 2,600 by 1973, and has hovered around 2,600 ever since. The workforce is fairly evenly divided between the following product lines: meat products, dairy items, baked goods, and beverages. Not too much of an increase in employment is expected because this is a highly automated industry, plus the fact that employers prefer to increase hours worked to new hirings (with its high costs of fringe benefits). From November 1975 to November 1976 average hours worked in the food processing industry rose by two percent. A slight improvement in the general economy over the next two years could see the workforce edge up to 2,700.

Competition at home and abroad has made the textile industry a highly automated industry. New equipment developed in Italy and England within the last few years has been imported by local firms. Old shuttle looms have been replaced by new shuttleless equipment. The new machinery requires less of a workforce, less skilled help, and less training. Changeover setups are much faster. The advent of "knits" in recent years forced the industry to develop new techniquies and machinery to produce knitted goods. The new techniques helped the industry in the production of other textile products. The new equipment developed enabled some plants to double there output with less help. Over the year, average hours worked jumped 11.4 percent, showing that the industry also prefers longer hours to new hiring. Any growth over the next two years will be minimal.

Apparel and products has been a declining industry in this labor market area for many years. Close to 1,000 jobs were lost since 1970. The decline continues in spite of quotas, self-imposed by competing firms in the last few years. With the return of consumer confidence and spending, payrolls in the garment industry picked up slightly in 1976. However, in the long run, employment trends are expected to be downward. Despite constant attempts at automation (better cutting equipment, faster stitching machines) the industry is still labor-intensive. The problem of getting enough stitchers continues to plague the industry. Extreme competition and limited opportunities to automate have made the apparel and products industry the lowest paying of the manufacturing industries in the area.

Paper and paper products is still the largest employer in the manufacturing division in this labor market area, even though payrolls in the long run had been declining (See Table II). A thousand jobs disappeared since 1970,

when average employment was at 8,800. Fluctuations in employment between 1970 and 1976 demonstrates how sensitive the paper industry is to changes in the general economy (the business cycle), to new legislation (environmental restrictions), and even to Administration decisions (the recent U.S. Postal hike nearly killed the direct mailing business and seriously hurt firms producing envelopes.. Many firms are now back to the volume they enjoyed just prior to the 1975 recession, but this was accomplished with workforces well below 1974 levels and as a direct result of heavy investment in automated equipment and in some cases expanded facilities.

An interesting community note, and a fine example of a town helping industry, is the recent approval by the Commonwealth's Industrial Finance Board of an application by the Town of Russell for the issuance and sale of $3,800,000 in revenue bonds to aid its largest employer, the Strathmore Company, acquire new machinery and install polution-control equipment essential to its continued operation. Several hundred jobs were saved. The firm specializes in producing fine papers for the graphic communications business and all types of plain paper for copying and duplicating-the fastest growing segment of the business paper market.

By fiscal year 1978, employment in the paper and allied products industry should edge up to 7,900, much of which will be recalls.

With an average workforce of 5,700 in 1976, the printing and publishing industry has been operating at its best employment level in six years. As the general economy improves, business will need more printed materials, such as order blanks and numerous other business forms that seem to fuel the wheels of commerce. However, any increase in demand for labor will be minimal because of the capital-intensive nature of the business, the high cost of paper compounded by the high priced technology that has entered the field. Employment should reach 5,800 by fiscal year 1978.

Industries included in the all other nondurable goods category make up 41 percent of the jobs in the nondurable goods sector in this labor market area. They consist largely of the following: chemicals, rubber, leather products, and such miscellaneous items as games and sporting goods.

The chemicals and rubber producing sectors are capital-intensive, heavily automated. Payrolls in the rubber industry, tires in particular, fell off badly in 1974 and 1975, bad years for the automobile industry. Recovery was further hampered in 1976 by a labor-management dispute which lasted several months. Since the automobile industry is projecting a record volume year for 1977, the rubber tire industry should recover and show a significant increase in its workforce over the year. One large chemical company (industrial products) recently became capital-intensive

by changing its operation from a "Batch Process" to a "Continous Process". Chemical plants, whose products are consumer goods like soaps, detergents, and cosmetics had very good years in 1975 and 1976. However, in the chemical field, new hirings will be due largely to retirings and vacations.

The games, sporting goods, and leather products industries consist of firms which are leaders in their respective fields. Their products are consumer items, mostly gifts. They also did very well in 1975 and 1976. These are labor-intensive industries, and it is here that payrolls should grow over the next two years.

The most depressed sector in the nonmanufacturing division is contract construction. Employment in this industry peaked in 1973, averaging 8,200, and has been declining ever since, reaching an average of 5,800 in 1976, a low for the decade. Early recovery usually comes in construction of housing and normally runs counter-cyclically. New housing boomed during the recession of the early 1970's. Unfortunately, during the first five years of this decade, construction costs (labor, materials, land, and money) exploded, rising 50 percent. Operating costs, on single and multi-unit housing, jumped 60 percent, especially in fuel and electricity prices and property taxes. Comparing these inflated costs with the 25 percent rise in rental income since 1970 lead private developers and bankers to conclude "The arithmetic does not work". Cost pushed new housing right out of the market.

Real recovery in the construction field hadto come from other areas, not from housing, at least not from housing put up solely by private developers.

In 1975 and 1976, the concept of encouraging growth of existing industries was pioneered in Springfield. Through the assistance of the Springfield Area Development Corp. (SADC), the city has become the beneficiary of four industrial parks which employ a total of 4,300 persons. Their tenants had outgrown their facilities, and by moving into modern plants were able to expand. During this period numerous jobs for construction workers were created.

The Westover Metropolitan Development Corp. (WMDC) will shortly begin work on a 171-acre industrial park at Westover. It is being funded jointly by a $1.8 million grant from the Federal Economic Development Administration, and a $900,000 bond issue by the Town of Ludlow.

The State Department of Public Works will spend $2.5 million in early 1977 to improve Interstate Highway 91. The project calls for repaving Interstate 91 from West Springfield to the Holyoke exit for Easthamton. The project will mean at least 100 jobs for construction workers. Money for the project will come from the recent federal highway funds allocated to Massachusetts.

A $375 million bond bill filed by the state in February, if approved, should provide $27 million for work on highway I-391, linking up Interstate 91 Springfield with Holyoke and Chicopee. The bond bill is expected to pass the state legislation since it also serves as a prerequisite for obtaining millions of dollars in federal reimbursement. It could provide 350 much needed jobs and start by the fall of 1977.

The city of Holyoke recently received a grant from the Water Pollution Control Commission of the federal government and the state totalling $21.4 million to cover costs of a new city incinerator and water treatment and sewerage treatment facilities. The state will cover 90 percent of the total grant. Work on the incinerator could begin on or around April 1. The entire project is supposed to take several years to complete and create between 125 and 150 construction jobs, including carpenters, electricians, plumbers, other craftsmen and general laborers .

Recent groundbreaking ceremonies for the 249-apartment Linden Towers Complex in Springfield is expected to generate some 110 jobs, including electricians, carpenters, bricklayers, plumbers and laborers. The structure will be 15 stories in height and will house elderly and middle-income tenants. About 10 percent of the total units will be designed for the handicapped. The project is being financed by the U.S. Department of Housing and Urban Development.

Following many months of planning and negotiating by the Springfield Redevelopment Authority (SRA) and a Montreal-based development corporation, a spring groundbreaking is expected for the Mondev Corporations's $25 million downtown office-retail-hotel complex, with the Springfield Institution for Savings as prime tenant. This could mean at least 100 jobs for construction personnel over a two year period.

The slowly developing Chicopee Falls urban renewal project will be soon stimulated with $7,250,000 worth of construction. It will consist of a 76-unit housing for the elderly which will come under the jurisdiction of the Chicopee Housing Authority and a 222-unit, moderate-income housing development developed by the Chicopee Housing Associates, a private firm. Officials are optimistic that with the start of housing construction, the long-pending 13-store-shopping center in the urban renewal area also will get off the ground.

In January the Springfield Institution for Savings announced that the bank, with the assistance of four other local banks, will develop a four-block, $3.5 million, rehabilitation effort in downtown Springfield. Some 14 multi-family residential buildings will be restored and public areas modified in an effort to "recreate the neighborhood's 19th century character and charm". The recreated neighborhood will be called Armoury Commons. The development will house 500 people and extend an area in which restoration of townhouses has already been proven successful. In time, 20 new townhouses will be added to the existing residential buildings. It was noted that no federal or state subsidies were involved and that city help was limited to site improvements such as new brick sidewalks and the creation of parks.

Because of these various developments in the contract construction industry, employment of construction workers should rebound for the first time since the peak year of 1973. Average employment will increase in fiscal year 1977 over the previous 12-month period and improve even more in fiscal year 1978.

Payrolls in the transportation, communications, and public utilities industry peaked in 1973 at 9,600 and has been declining ever since. By 1976, an average of 1,300 jobs were lost. The decrease can be tied in directly with the decline in the general economy. This was especially noticed in the negative growth in the use of electricity and the large drop in orders for new telephones. The National Securities and Research Corp. recently forecast that electric producing companies will benefit from a kilowatt hour sales increase of about six percent in 1977. Planned contract construction in the area, especially in mult-unit housing, and commercial and industrial facilities should increase the demand for new phones. However, not too much growth in payrolls should be expected in the telephone business. This sector is constantly automating its equipment. The N.E. Telephone Company is building a $1.2 million addition to their facilities in Springfield now, but it will equip the structure with an additional $18.8 million worth of sophisticated electronic equipment. It is a new electronic switching system (ESS) that will give Springfield customers a wider variety of new telephone services. ESS uses only a fraction of the space and power acquired for electro-mechanical machines which process calls in Springfield now. The transportation industry will get a boost in personnel shortly when Conrail moves its headquarters from New Haven Connecticut to Springfield's Union Station. The move will generate 300 new administration jobs for the city. Conrail is the freight counterpart of Amtrak, the federally subsidized railroad passenger service. The new Westover Airline, located at the Westover Air Force Base started scheduling flights in October 1976. The airline expects to hire more personnel shortly, possibly 15 to 20 for flying, flightline and maintenance duties. Employment should rise by 300 to 400 jobs over the next two years in the transportation, communications, and public utilities industry.

The last two years recorded practically no growth in personnel in wholesale or retail trade in this labor market area, despite claims by leading chain and department stores that they did very well in 1976 and all experienced good Christmases. In spite of a general optimism toward the new year, only small expansion is anticipated. An A & P supermarket will open late in February in the Fairfield Mall. Albert Steiger, Inc. recently announced that it will double the size of its Eastfield Mall before the end of 1977. J.C. Penny Company will shortly have an estimated 300 employees to staff its new Eastfield Mall Store (formerly a Forbes & Wallace store), and 100 to staff its Westfield Mall store (formerly a W.T. Grant store). As consumer confidence builds up in fiscal year 1976 and 1977, spending will expand and both wholesale and retail outlets will enlarge their work staffs. At the same time the industry is becoming more and more automated. Electronic data processing systems will cut down the number of employees required to operate new large warehouses as well as retail stores. Still, payrolls will grow slightly over the next year.

Employment in the finance, insurance and real estate industry climbed to a record high of 11,300 in 1975 but dropped off to 11,100 in 1976. Personnel should begin to rise in late 1977 and continue throughout 1978 as building starts to perk up and excess plant capacity is utilized. In the meantime, the monetary policy pursued by the Federal Reserve System in recent months has set the stage for the next surge in economic activity, which the Federal Reserve System hopes will be a more vigorous one than was experienced in 1976. Low interest rates that now characterizes the nation's money market are an open invitation to corporate and individual borrowers . The cash is available for industry to expand and to lower the high unemployment rate that has plagued the economy for so long. And the mortgage money is there for the individual who wants to buy a home.

Services is one of the few industries in the labor market area that continued to grow even under recessionary conditions. During the past three years the convention business in the Springfield-Chicopee-Holyoke Labor Area has doubled. Like the recent growth in the building industry, the "Convention Boom" is also the result of a combined effort by the public and private sectors in the area. It is the work of the Springfield Convention and Visitor's Bureau coupled with a concerted effort by representatives from Greater Springfield hotels. The bureau not only promotes the convention business in the area but tourism as well. The area is also known for its exposition and fairs which usually take place in September. Because of the booming convention, tourist, and exposition business, the hotel-motel industry is very optimistic about 1977, and it is here that much of the new hirings in the services industry will take place.

Personnel in government will continue to increase over the next two years, but this will be short-run growth due mainly to an effort by the Federal Government to reduce the numbers unemployed by increasing employment in the public sector.

IIIb. Employment Developments and Outlook by Industry-Long-Term Projections through 1985

Table II provides historical data on nonagricultural employment by industry from 1970 through 1976 in the Springfield-Chicopee-Holyoke Labor Market Area. Table IV and Graph I present major changes in employment which can be expected between 1976 and 1985 as projected by the DES Occupation/Industry Research Department.

Even though employment in the manufacturing sector in Massachusetts has been on the decline for many years, in 1976 manufacturing jobs in this area represented 30 percent of total nonagricultural employment compared to 25 percent in the state as a whole. The high ratio of manufacturing to nonagricultural emmployment is due largely to the combined efforts of the public and private sectors to keep manufacturing firms in the area. A good example of this cooperation is the four industrial parks recently developed in Springfield by SADC.

By 1985 the percentage of total employment attributed to manufacturing will still remain high. The largest gain in payrolls between 1976 and 1985 in the durable goods sector will be in the "all other" category, transportation equipment and parts (for trucking, bikes, and aircraft), up 1,600 jobs or 35.6 percent. The next largest will be in nonelectrical machinery, up 1,000 jobs or 15.2 percent, due to ever increasing demand for capital goods, especially computers. In the nondurable goods sector, only those firms in the "all other" category will show a real gain by 1985, up 1,000 jobs or 6.8 percent. This will occur largely in companies producing leather products, games, and sporting goods, all labor-intensive industries.

In the nonmanufacturing division all sectors will show improvement in payrolls. Most significant is the 2,800- job rise in contract construction. This is important because of the depressed condition of the industry in 1974, 1975, and 1976. It is also important because of the spinoff in growth in other industries which will accompany expansion in contract construction. The sectors least expected to show growth in personnel are finance, insurance, and real estate which will be able to manage a rise in demand for services by increased automation (computers in particular), and government (except for short-run periods) which will be plagued by budgetary problems.

Table IV

Projected Major Changes in Industry Employment*

Industry	Experience Annual Averages 1976	Projections Annual Averages 1985	Amount Change
Nonagricultural Employment-Total	212.1	228.8	+16.7
Manufacturing - Total	62.8	64.9	+ 2.1
Durable Goods-Total	26.9	29.9	+ 3.0
Ordnance	2.8	2.8	0
Primary Metals	3.5	3.3	- 0.2
Fabricated Metals	5.9	6.1	+ 0.2
Nonelectrical Machinery	6.6	7.6	+ 1.0
Electrical Machinery	3.6	4.0	+ 0.4
All Other Durable Goods**	4.5	6.1	+ 1.6
Nondurable Goods-Total	35.9	35.0	- 0.9
Food	2.6	2.2	- 0.4
Textiles	1.9	1.6	- 0.3
Apparel	3.1	2.1	- 1.0
Paper	7.8	7.5	- 0.3
Printing	5.7	5.8	+ 0.1
All Other Nondurable Goods***	14.8	15.8	+ 1.0
Nonmanufacturing-Total	149.3	163.9	+14.6
Contract Construction	5.8	8.6	+ 2.8
Transportation, Communications, Public Utilities	8.3	9.3	+ 1.0
Wholesale and Retail Trade	45.7	51.9	+ 6.2
Finance, Insurance and Real Estate	11.1	11.2	+ 0.1
Services	37.0	41.3	+ 4.3
Government	41.4	41.6	+ 0.2

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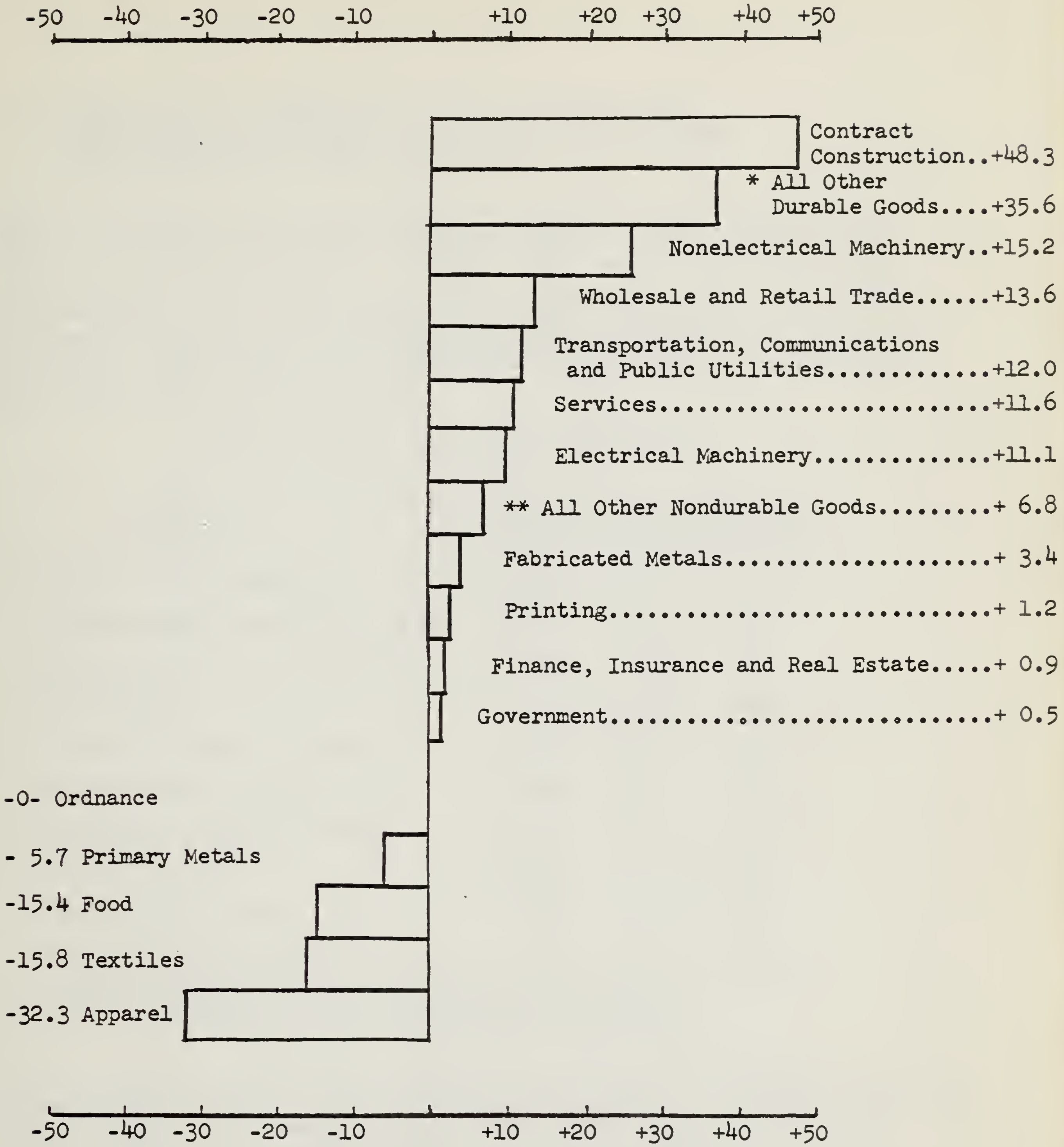
* In Thousands

** All Other Durable Goods includes: Transportation Equipment.

*** All Other Nondurable Goods includes: Chemicals, Leather, Rubber, Games, and Sport Goods.

Source: DES Occupational/Industry Research Department.

Graph I
Projected Major Percentage Changes in Industry Employment
1976 - 1985



Source: DES Occupational Industry Department

* All Other Durable Goods Includes: Transportation Equipment.

** All Other Nondurable Goods Includes: Chemicals, Leather Goods, Rubber, Games, and Sporting Goods.

IV. Employment Developments and Outlook by Occupations Occupational Requirements in the Springfield-Chicopee-Holyoke Labor Market Area 1974-1985

The total demand for workers during the 1974-1985 span of years is the sum of the demand arising from industry growth and that needed for replacement of workers who leave the labor force because of death, retirement or other separations from the labor force. The eleven-year growth component will amount to approximately 18,520, while close to seven times this number (+124,300) will be needed as replacements. On the average, therefore, approximately 11,300 additional workers will be required each year during this eleven-year span.

Estimated Annual Job Openings 1974-1985

All Occupations	Net Demand	Due to Growth	Due to Separations
Total - All Occupations	11,283	1,684	9,599
Professional, Technical Kindred	1,539	231	1,308
Mgrs., Officials, Proprietors	972	205	767
Sales Work	744	123	621
Clerical & Kindred Workers	3,129	587	2,542
Craft Workers & Supervisors	938	230	708
Operatives & Kindred Workers	1,392	- 40	1,432
Service Workers	2,328	365	1,963
Laborers, Exc. Farm & Mine	245	50	195
Farmers & Farm Workers	-4	-67	63

Source: Occupation/Industry Research Department.
(See Table IVa for Occupational Breakdown).

Corresponding to state trends, the clerical division is expected to be the fastest growing group in the 1974-1985 span of years. Increased paper work will accompany the expansion of large and complex organizations, while routine clerical work may be reduced through increased use of computers or other business machines. Job opportunities should be especially prominent for secretaries, clerk-typists, bookkeepers and cashiers.

Demand for workers in the service category should expand significantly into the mid-1980's. A rising demand for hospital and other medical care and the more frequent use of restaurants and other services will foster an increaced need for service workers as income levels rise. Within this division, job opportunities should abound for practical nurses aides and food service workers.

Job openings in the professional, managerial and sales divisions should expand moderately in the 1974-1985 period. Demand should be particularly strong for medical and health workers (especially registered nurses), engineers, drafters, computer specialists, teachers, accountants, financial managers, and insurance and real estate agents. However, teachers are expected to face competition for jobs as the available supply of labor in this category continues to exceed demand.

The job picture in the crafts should brighten over the next eleven years. With an expected rise in construction activity, demand should improve for carpenters, electricians, painters and plumbers. Demand should also be healthy for automobile and heavy equipment mechanics.

Among the remaining divisions, operatives and kindred workers should experience a substantial gain, laborers a slight gain. Only farmers and farm workers will show a very small loss in employment.

Table IVa

Table IVa

Springfield-Chicopee-Holyoke Labor Market Area
Projections of Employment by Occupations

Occupational Categories and Selected Occupations	1974 Employment Number	Est. 1977 Employment Number	Est. 1978 Employment Number	Projected 1985 Employment Number	Average Annual Job Openings, 1974-1985		
					Number	Due to Openings Growth	Openings Due to Separations
Total-All Occupations	225,308	230,359	232,043	243,828	11,283	1,684	9,599
Professional, Technical, Kindred	31,335	32,028	32,259	33,875	1,539	321	1,308
Engineers, Technical	2,566	2,619	2,637	2,762	60	18	42
Engineers, Chemical	250	264	268	300	9	5	4
Engineers, Civil	288	291	292	298	8	1	7
Engineers, Electrical	460	478	484	527	11	6	5
Engineers, Industrial	577	573	571	561	8	- 1	9
Engineers, Mechanical	495	514	520	564	15	6	9
Life & Physical Scientists	371	379	381	399	13	3	10
Biological Scientists	59	57	57	53	1	- 1	2
Chemists	280	282	282	286	8	1	7
Mathematical Specialists	92	96	98	108	4	1	3
Engineers, Science Technicians	2,066	2,169	2,204	2,495	76	34	42
Chemical Technicians	255	261	263	277	7	2	5
Drafters	669	705	717	800	23	12	11
Electrical, Electronic Tech.	225	235	238	262	6	3	3
Engineering, Science Tech. NEC	672	711	724	816	31	13	18
Medical Workers, exc. Technicians	5,417	5,667	5,751	6,335	408	83	325
Dentists	327	357	367	437	25	10	15
Dietitians	65	65	65	65	4	0	4
Pharmacists	484	494	497	521	22	3	19
Registered Nurses	3,440	3,538	3,571	3,801	266	33	233
Therapists	254	290	302	386	29	12	17
Veterinarians	86	106	112	158	9	7	2

Table IVa

Table IVa

Springfield-Chicopee-Holyoke Labor Market Area
Projections of Employment by Occupations (cont.)

Occupational Categories and Selected Occupations	1974 Employment Number	Est. 1977 Employment Number	Est. 1978 Employment Number	Projected 1985 Employment Number	Average Annual Job Openings, 1974-1985		
					Number	Due to Openings Growth	Openings Due to Separations
Health Technol. and Tech.	1,161	1,280	1,390	1,596	129	40	89
Clinical Lab Technol., Tech.	397	414	420	459	32	6	26
Dental Hygienists	132	180	196	309	34	16	18
Health Record Technol., Tech.	60	71	75	102	10	4	6
Radiologic Technol., Tech.	278	283	285	296	22	2	20
Technicians, exc. Health	290	327	340	427	20	12	8
Computer Specialists	587	633	648	754	29	15	14
Computer Programers	416	441	449	506	19	8	11
Computer System Analysts	151	169	175	216	9	6	3
Social Scientests	401	408	410	427	11	2	9
Teachers	10,640	10,404	10,325	9,775	372	-79	451
College & University Teachers	3,990	3,782	3,712	3,226	29	-69	98
Elementory School Teachers	2,972	3,011	3,024	3,116	204	13	191
Preschool, Kindergarten	389	389	389	389	22	0	22
Secondary School Teachers	2,576	2,474	2,440	2,203	63	-34	97
Teachers NEC, exc. College University	661	690	699	766	50	10	40
Writers, Artists, Entertainers	1,982	2,080	2,113	2,342	110	33	77
Athletics & Kindred Workers	231	238	240	255	11	2	9
Designers	145	150	152	165	6	2	4
Editors & Reporters	281	301	308	354	21	7	14

Table IVa

Springfield-Chicopee-Holyoke Labor Market Area
Projections of Employment by Occupations (cont.)

Occupational Categories and Selected Occupations	1974 Employment Number	Est. 1977 Employment Number	Est. 1978 Employment Number	Projected 1985 Employment Number	Average Annual Job Openings, 1974-1985		
					Number	Due to Openings Growth	Openings Due to Separations
Writers, Artists, Entertainers							
Musicians & Composers	211	227	232	270	15	5	10
Painters & Sculpters	501	522	529	579	28	7	21
Photographers	178	190	194	221	9	4	5
Public Relations Specialists	206	210	211	219	8	1	7
Radio, TV Announcers	75	77	77	81	2	1	1
Writers, Artists, Entertainers NEC	135	146	150	177	9	4	5
Other Professional, Technical	5,762	5,965	6,032	6,505	307	68	239
Accountants	1,786	1,796	1,800	1,824	64	3	61
Clergy	430	444	449	483	23	5	18
Lawyers	733	756	764	817	41	8	33
Librarians	450	458	461	479	31	3	28
Operations, Systems Research	358	403	418	522	21	15	6
Personnel Labor Relations	453	464	468	494	19	4	15
Research Workers, NEC	214	227	232	263	12	4	8
Recreation Workers	168	172	173	181	9	1	8
Social Workers	564	577	581	611	37	4	33
Vocational Ed.Counselors	314	367	384	507	33	18	15
Managers Officials, Proprietors	22,773	23,388	23,388	25,029	972	205	767
Buyers, Sales, Loan Managers	3,927	4,166	4,245	4,802	208	80	128
Banks, Financial Managers	1,043	1,108	1,130	1,283	57	22	35
Credit Managers	175	191	196	233	13	5	8
Buyers, Wholesale, Retail	365	405	418	511	31	13	18
Purchasing Agents, Buyers NEC	509	536	545	608	24	9	15
Sales Mgrs. Retail Trade	1,156	1,223	1,245	1,400	58	22	36
Sales Mgr. exc. Retail Trade	650	677	686	748	23	9	14

Table IVa

Table IVa

Springfield-Chicopee-Holyoke Labor Market Area
Projections of Employment by Occupations (cont.)

Occupational Categories and Selected Occupations	1974 Employment Number	Est. 1977 Employment Number	Est. 1978 Employment Number	Projected 1985 Employment Number	Average Annual Job Openings, 1974-1985		
					Number	Due to Openings Growth	Openings Due to Separations
Administrators, Pub. Inspectors	2,133	2,244	2,281	2,540	130	37	93
Health Administrators	551	569	575	617	34	6	28
Inspectors, exc. Construct Pub.	174	184	187	211	9	3	6
Officials Admins. Pub.	466	472	474	487	21	2	19
Postmasters & Mail Supervisor	71	66	64	51	1	- 2	3
School Admins. College	438	497	517	656	37	20	17
School Admins. Elementary, Secondary	357	380	388	442	24	8	16
Other Managers, Officials, Prop.	16,713	16,979	17,067	17,687	635	89	546
Mgrs. Super. Bldg.	120	128	131	149	10	3	7
Office Managers NEC	863	922	942	1,079	57	20	37
Restaurant, Cafe, Bar Mgrs.	1,763	1,724	1,711	1,619	39	-13	52
Other Mgrs. Admins.	13,684	13,920	13,999	14,551	518	79	439
Sales Workers	14,251	14,620	14,743	15,604	744	123	621
Advertising Agents, Sales Works	134	145	148	173	10	4	6
Demonstrators	167	187	194	240	18	7	11
Insurance Agents, Brokers, Etc.	1,146	1,156	1,159	1,181	40	3	37
Real Estate Agents, Brokers	911	906	904	892	41	- 2	43
Sales & Sales Workers NEC	11,456	11,790	11,901	12,679	620	111	509
Clerical Workers	40,195	41,957	42,544	46,654	3,129	587	2,542
Stenographers, Typists, Secre.	11,386	12,187	12,454	14,322	1,233	267	966
Secretaries, Legal	407	435	445	511	47	9	38
Secretaries, Medical	649	710	730	872	80	20	60
Secretaries, Other	7,012	7,624	7,828	9,256	817	204	613
Stenographers	179	154	146	88	2	- 8	10
Typists	3,139	3,263	3,305	3,595	287	41	246

Table IVa

Table IVa

Springfield-Chicopee-Holyoke Labor Market Area
Projections of Employment by Occupations (cont.)

Occupational Categories and Selected Occupations	1974 Employment Number	Est. 1977 Employment Number	Est. 1978 Employment Number	Projected 1985 Employment Number	Average Annual Job Openings, 1974-1985		
					Number	Due to Openings Growth	Openings Due to Separations
Office Machine Operators	1,963	1,919	1,904	1,802	69	-15	84
Bookkeeping, Billing Operators	140	135	133	121	6	- 2	8
Calculating Machine Operators	151	150	150	148	10	0	10
Computer, Peripheral Equip.	790	819	829	898	27	10	17
Keypunch Operators	709	652	633	499	23	-19	42
Other Clerical Workers	26,846	27,851	28,186	30,530	1,827	335	1,492
Bank Tellers	998	1,038	1,051	1,145	79	13	66
Billing Clerks	547	594	610	721	56	16	40
Bookkeepers	3,771	3,748	3,740	3,686	228	- 8	236
Cashiers	3,232	3,276	3,291	3,393	222	15	207
Clerical Supervisors NEC	531	565	576	656	35	11	24
Collectors, Bills, Acct.	126	127	127	129	5	0	5
Counter Clerks, exc. Food	700	729	739	807	53	10	43
Estimators, Investigators NEC	802	837	849	931	52	12	40
Expeditors, Prod. Controllers	603	623	630	676	25	7	18
File Clerks	504	500	499	490	34	- 1	35
Insurance Adjust, Examiners	443	454	458	485	19	4	15
Library Attendants, Assist.	603	633	643	714	54	10	44
Mail Carriers, P.O.	841	813	804	738	5	- 9	14
Mail Handlers, exc. P.O.	430	448	454	496	27	6	21
Messenger & Office Helpers	162	159	158	152	8	- 1	9
Payroll, Time Keeping Clerks	811	833	840	892	59	7	51
Postal Clerks	1,026	992	980	900	16	-11	27
Receptionists	1,016	1,082	1,104	1,257	110	22	88
Shipping, Rec. Clerks	1,732	1,776	1,790	1,891	62	14	48
Statistical Clerks	799	791	788	770	43	- 3	46
Stock Clerks, Store Keepers	1,653	1,740	1,769	1,972	87	29	58
Teachers Aides, exc. Monitors	499	577	603	784	51	26	25
Telephone Operators	1,140	1,078	1,055	907	48	-21	69
Misc. Clerical Workers NEC	3,180	3,711	3,902	5,165	409	180	229

Table IVa

Table IVa

Springfield-Chicopee-Holyoke Labor Market Area
Projections of Employment by Occupations (cont.)

Occupational Categories and Selected Occupations	1974 Employment Number	Est. 1977 Employment Number	Est. 1978 Employment Number	Projected 1985 Employment Number	Average Annual Job Openings, 1974-1985		
					Number	Due to Openings Growth	Openings Due to Separations
Crafts & Kindred Workers	30,020	30,711	30,941	32,553	938	230	708
Construction Crafts Workers	7,005	7,352	7,468	8,279	278	116	162
Carpenters & Apprentices	2,163	2,226	2,247	2,395	76	21	55
Brick & Stonemasons & Appr.	467	486	492	536	14	6	8
Bulldozer Operators	126	139	143	174	6	4	2
Cement & Concrete Finishers	69	71	72	78	2	1	1
Electricians and Apprs.	1,317	1,397	1,423	1,609	53	27	26
Excavating, Grading Mach. Operators	338	372	383	463	16	11	5
Floor Layers, exc. Tile Setters	56	54	54	50	0	- 1	1
Painters and Apprentices	1,005	1,054	1,051	1,132	42	12	30
Paperhangers	103	104	104	106	4	0	4
Plasterers & Apprentices	26	25	25	22	0	- 1	1
Plumbers, Fitters & Apprentices	872	937	958	1,109	42	22	20
Roofers and Slaters	234	259	267	325	12	8	4
Structural Metal Craft Workers	140	148	151	171	5	3	2
Tilesetters	89	94	96	109	4	2	2
Blue Collar Workers, Supv. NEC	4,627	4,740	4,777	5,040	163	38	125
Metalworking Craft Workers exc. NEC	4,942	5,011	5,034	5,195	129	23	106
Forge and Hammer Operators	291	298	301	318	7	2	5
Job & Die Setters, Metal	355	381	390	452	19	9	10
Millwrights	191	194	195	201	6	1	5
Molders, Metal & Apprentices	391	387	385	375	6	- 1	7
Pattern & Model Makers	146	135	131	104	0	- 4	4
Sheetmetal Workers & Apprentices	376	381	383	396	8	2	6
Tool & Diemakers & Apprentices	1,126	1,172	1,187	1,294	39	15	24

Table IVa

Table IVa

Springfield-Chicopee-Holyoke Labor Market Area
Projections of Employment by Occupations (cont.)

Occupational Categories and Selected Occupations	1974 Employment Number	Est. 1977 Employment Number	Est. 1978 Employment Number	Projected 1985 Employment Number	Average Annual Job Openings, 1974-1985		
					Number	Due to Openings Growth	Openings Due to Separations
Mechanics, Repairers, Installers	7,235	7,472	7,551	8,103	217	79	138
Air Cond. Heating, Refrig. Mechanics	477	516	529	619	22	13	9
Auto Body Repairs	519	511	508	488	3	- 3	6
Auto Mechanics & Apprs.	2,124	2,222	2,255	2,485	71	33	38
Data Processing Mach. Repairs	99	115	120	156	6	5	1
Heavy Equip. Mech. Inc. Diesel	2,271	2,296	2,304	2,361	57	8	49
Household Appliance Mech.	255	258	259	267	6	1	5
Office Mach. Repairers	146	172	180	240	11	9	2
Radio, T.V. Repairers	365	386	393	443	15	7	8
Other Mechanics & Apprentices	693	700	703	720	17	2	15
Printing Trade Crafts Workers	1,992	1,965	1,956	1,892	44	- 9	53
Bookbinding	251	250	250	249	12	0	12
Compositors & Typesetters	731	692	679	588	7	-13	20
Photo engravers, Lithographers	298	307	310	332	10	3	7
Printing Press Operators & Apprs.	670	675	677	688	14	2	2
Transportation, Public Utilities Crafts	1,049	1,036	1,032	1,003	6	- 4	10
Electric Power Line Installation Repairs	161	167	169	182	4	2	2
Locomotive Engineers	69	71	72	78	3	1	2
Telephone Installers Repairers	596	589	587	571	- 3	- 4	1
Telephone Line Instals. Splicers	174	163	159	134	- 3	- 4	1

Table IVa

Table IVa

Springfield-Chicopee-Holyoke Labor Market Area Projections of Employment by Occupations(cont.)

Occupational Categories and Selected Occupations	1974 Employment Number	Est. 1977 Employment Number	Est. 1978 Employment Number	Projected 1985 Employment Number	Average Annual Job Openings, 1974-1985		
					Number	Due to Openings Growth	Openings Due to Separations
Other Crafts, Kindred Workers	3,170	3,135	3,123	3,041	102	-12	114
Bakers	418	401	395	354	7	- 3	13
Cabinetmakers	165	160	158	146	3	- 2	5
Carpet Installers	116	125	128	149	4	3	1
Crane, Derrick & Hoist Operators	220	218	218	214	4	- 1	5
Decorators, Window Dressers	260	261	261	263	12	0	12
Dental Lab. Technicians	117	120	121	127	6	1	5
Jewelers & Watchmakers	79	80	80	81	4	0	4
Motion Picture Projectionists	61	63	64	70	7	1	6
Opticians, Lens Grinder,Polishers	146	171	180	239	14	8	6
Sign Painters	51	51	51	51	2	0	2
Stationary Engineers	467	428	415	325	0	-13	13
Tailors	118	114	113	103	5	- 1	6
Upholsterors	239	236	235	229	9	- 1	10
Crafts, Kindred NEC	283	278	276	263	8	- 2	10
Operatives	41,816	41,696	41,656	41,376	1,392	-40	1,432
Operatives, exc. Transport	34,079	33,829	33,746	33,164	1,194	-83	1,277
Semiskilled Metalworking	4,086	4,064	4,057	4,007	102	- 7	109
Drill Press Operators	390	377	373	342	8	- 4	12
Furnace Tenors	79	81	82	87	4	1	3
Grinding Machine Operators	796	798	799	804	23	1	22
Lathe, Mill Mach. Operators	507	494	490	459	7	- 4	11
Metal Platers	196	195	195	193	5	0	5
Other Precision Mach. Operators	404	403	403	402	10	0	10
Punch Stamp Precs. Operators	549	524	516	459	10	- 8	18
Solderers	174	157	151	110	1	- 6	7
Welders & Flame Cutters	968	1,013	1,028	1,133	36	15	21

Table IVa

Table IVa

Springfield-Chicopee-Holyoke Labor Market Area
Projections of Employment by Occupations (cont.)

Occupational Categories and Selected Occupations	1974 Employment Number	Est. 1977 Employment Number	Est. 1978 Employment Number	Projected 1985 Employment Number	Average Annual Job Openings, 1974-1985		
					Number	Due to Openings Growth	Openings Due to Separations
Semiskilled Textiles	660	629	619	546	17	-10	27
Knitters, Loopers,& Toppers	70	67	66	59	2	- 1	3
Spinners, Twisters, Winders	108	109	109	112	6	0	6
Weavers	56	55	55	53	3	0	3
Other Textile Operators	403	378	370	311	6	- 8	14
Semiskilled Packing Inspecting	5,693	5,833	5,879	6,205	319	47	272
Checkers, Examiners, etc. Mfg.	3,249	3,385	3,430	3,747	194	45	149
Graders & Sorters, Mfg.	244	229	224	190	7	- 5	12
Meat Wrappers, Retail Trade	216	221	223	235	15	2	13
Packer, Wrapper, exc. Meat,Prod.	1,967	1,980	1,984	2,014	101	4	97
Other Operatives, exc. Transport	23,640	23,303	23,191	22,406	756	-112	868
Asbestos, Insulation Workers	111	131	138	184	9	7	2
Assemblers	4,043	4,166	4,207	4,494	230	41	189
Bottling, Canning Operators	78	79	79	82	4	0	3
Clothing Ironers & Pressers	434	398	386	301	6	-12	18
Cutting Operators NEC	1,101	1,087	1,082	1,050	37	- 5	42
Dressmakers exc. Factory	169	166	165	158	11	- 1	12
Dry Wall Install. Lathes	211	220	223	243	5	3	2
Dyers	97	95	94	90	1	- 1	2
Filer, Polishers, Sander Buffer	706	677	667	598	11	-10	21
Garage workers, Gas Station Attendants	1,093	1,091	1,090	1,085	13	- 1	14
Laundry, Dry Cleaning Opers.NEC	517	513	512	504	27	- 1	28
Meat Cutters, Butchers, exc. Mfg.	728	698	688	618	11	-10	21

Table IVa

Table IVa

Springfield-Chicopee-Holyoke Labor Market Area
Projections of Employment by Occupations (cont.)

Occupational Categories and Selected Occupations	1974 Employment Number	Est. 1977 Employment Number	Est. 1978 Employment Number	Projected 1985 Employment Number	Average Annual Job Openings, 1974-1985 Number	Due to Openings Growth	Openings Due to Separations
Meat Cutters, Butchers	52	53	53	55	2	0	2
Milleners	13	12	12	9	1	0	1
Mixing Oprs.	392	373	367	324	2	- 6	8
Oilers, Greasers, exc. Auto	123	122	122	121	3	0	3
Painters, Mfg. Articles	431	433	433	437	13	1	12
Photographers Process Workers	241	263	270	320	18	7	11
Rivetors and Fasteners	107	105	105	101	4	- 1	5
Sawyers	89	90	91	94	4	0	4
Sewers and Stitchers	1,810	1,657	1,606	1,248	43	-51	94
Furnace Tenders, Stokers exc. Metal	235	222	217	186	5	- 4	9
Winding Oprs. NEC	551	547	545	535	21	- 1	22
Misc. Machine Operators	6,866	6,718	6,669	6,322	176	-49	225
Operatives NEC	3,304	3,261	3,247	3,148	99	-14	113
Transport Equip. Operatives	7,737	7,867	7,910	8,212	199	43	156
Bus Drivers	992	996	997	1,006	37	1	36
Delivery & Route Workers	2,193	2,258	2,279	2,430	62	22	40
Fork Lift, Tow Motor Operators	887	898	901	926	17	4	13
R.R. Brake Operators	85	86	86	87	2	0	2
Taxi Drivers, Chauffeurs	361	348	343	312	7	- 4	11
Truck Drivers	3,188	3,254	3,276	3,429	75	22	53
Service Workers	34,409	35,504	35,869	38,425	2,328	365	1,963
Cleaning Service Workers	6,704	6,984	7,078	7,732	471	93	378
Lodging Quarters Cleaners exc. P.R.	709	718	721	741	56	3	53
Bldg. Int. Cleaners, NEC	1,700	1,849	1,899	2,246	165	50	116
Janitors and Sextons	4,295	4,418	4,459	4,745	250	41	209

Table IVa

Table IVa

Springfield-Chicopee-Holyoke Labor Market Area
Projections of Employment by Occupations (cont.)

Occupational Categories and Selected Occupations	1974 Employment Number	Est. 1977 Employment Number	Est. 1978 Employment Number	Projected 1985 Employment Number	Average Annual Job Openings, 1974-1985		
					Number	Due to Openings Growth	Openings Due to Separations
Food Service Workers	12,599	12,918	13,025	13,770	758	106	652
Bartenders	1,115	1,146	1,156	1,229	53	10	43
Waiters' Assts	398	402	404	414	7	1	6
Cooks, exc. Private	2,190	2,283	2,314	2,531	124	31	93
Dishwashers	757	766	769	789	30	3	27
Food Counter, Fountain Workers	1,623	1,654	1,664	1,737	99	10	89
Waiters	4,703	4,824	4,865	5,148	333	40	293
Food Workers,NEC,exc. Private	1,813	1,843	1,853	1,922	111	10	101
Health Service Workers	5,432	5,890	6,042	7,110	581	153	428
Dental Assistants	391	422	433	506	48	10	38
Health Aides, exc. Nursing	437	463	472	532	43	9	34
Health Trainees	52	41	37	11	- 1	- 4	3
Nurses Aides, Orderlies	2,438	2,616	2,675	3,090	232	59	173
Practical Nurses	2,114	2,348	2,426	2,971	258	78	180
Personal Services Workers	4,398	4,585	4,647	5,082	356	62	294
Atten. Recreation Amusements	254	258	259	269	14	1	13
Atten. Personal Service NEC	166	167	167	170	13	0	13
Barbers	492	444	428	315	1	-16	17
Boarding, Lodging, Housekeepers	95	101	103	118	12	2	10
Child Care Workers exc. Private	719	856	901	1,220	116	46	70
Elevator Operators	81	71	68	46	2	- 3	5
Hairdressers, Cosmetologists	1,574	1,623	1,639	1,754	126	16	110
Housekeeper exc. Private	648	652	653	661	40	1	39
School Monitors	261	296	308	391	24	12	12
Welfare Service Aides	88	97	100	120	8	3	5

Table IVa

Table IVa

Springfield-Chicopee-Holyoke Labor Market Area
Projections of Employment by Occupations (cont.)

Occupational Categories and Selected Occupations	1974 Employment Number	Est. 1977 Employment Number	Est. 1978 Employment Number	Projected 1985 Employment Number	Average Annual Job Openings, 1974-1985		
					Number	Due to Openings Growth	Openings Due to Separations
Protective & Service Workers	4,115	4,104	4,100	4,024	127	- 4	131
Crossing Guard, Bridgetenders	142	137	136	125	7	- 2	9
Firefighters	1,175	1,154	1,147	1,098	10	- 7	17
Guards	1,318	1,293	1,288	1,254	71	- 5	76
Police and Detectives	1,420	1,449	1,459	1,526	35	10	25
Sheriffs and Bailiffs	63	64	64	65	4	0	4
Private Household Workers	1,161	1,024	978	657	34	-46	80
Child Care Workers	421	366	348	221	10	-18	28
Housekeepers Private	125	111	106	72	4	- 5	9
Private Household Cleaners, Service	582	518	497	347	20	-21	41
Laborers, Exc. Farm	8,516	8,665	8,715	9,046	245	50	195
Animal Caretakers, exc. Farms	134	164	174	245	18	10	8
Carpenters, Helpers	153	149	148	139	1	- 1	2
Constr. Laborers, exc. Carp. Helpers	1,417	1,446	1,456	1,524	32	10	22
Freight Material Handlers	1,714	1,731	1,736	1,775	39	6	33
Garbage Collectors	145	160	165	200	8	5	3
Gardeners, Groundkeepers exc. Farm	1,115	1,171	1,190	1,321	65	19	46
Stock Handlers	2,162	2,201	2,214	2,306	52	13	39

Table IVa

Table IVa

Springfield-Chicopee-Holyoke Labor Market Area
Projections of Employment by Occupations (cont.)

Occupational Categories and Selected Occupations	1974 Employment Number	Est. 1977 Employment Number	Est. 1978 Employment Number	Projected 1985 Employment Number	Average Annual Job Openings, 1974-1985		
					Number	Due to Openings Growth	Openings Due to Separations
Vehicle Washers, Equip. Cleaners	437	434	433	427	9	- 1	10
Warehouse Laborers, NEC	431	412	406	362	1	- 6	7
Other Laborers	794	778	772	734	19	- 5	25
Farmers and Farm Workers	1,993	1,790	1,722	1,248	- 4	-67	63
Farmers and Farm Managers	589	531	512	378	4	-19	24
Farm Laborers Farm Supv.	1,404	1,258	1,210	870	- 9	-49	40
Farm Labor Supervisors	26	25	25	23	1	- 0	1
Farm Labor Wage Workers	1,042	925	886	612	-13	-39	26
Farm Labor Unpaid Family	336	308	299	235	4	- 9	13

V. Recent Unemployment Trends and Outlook

The beginning of recovery from the recent recession was first observed in the Springfield-Chicopee-Holyoke Labor Market Area in the final quarter of 1975 (See Table V a.). Starting in the fall of 1975 the rate of unemployment continued to decline, uninterrupted, except for June 1976, and continued right up to January 1977. Except for seasonal changes, the number of unemployed also demonstrated a constant decline during the same period. The 1976 figures have now been revised to the 1976 benchmark. Even though a 7.2 percent rate of unemployment recorded in January 1976 in this area still denoted "substantial" unemployment, the trend in unemployment rates show this labor market area recovering slightly faster than the State starting in October 1975, and slightly faster than the Nation since November 1976.

Leading indicators show that the **national** economy is definitely on the upswing. This is very important for growth in this labor market area, since many of its industries, especially the manufacturing division export as much as 80 to 90 percent of its goods and services. The fact that the area appears to be recovering faster than the state as a whole may be attributed to its excellent industrial mix and diversification within each industry. Its effort to hold on to existing manufacturing industries appears to be paying off.

Unemployment should drop to an average of 21,200 in fiscal year 1977, and a bit lower, to 20,200 in fiscal year 1978 (See Table Va). **However, the number of different individuals unemployed during fiscal year 1978 will be 62,551.**

Table Va.

Table Va.

Summary Table for Economic Projections
Fiscal Year 1978
(Fiscal Year Averages in Thousands of Jobs)

Item	Actual		Projected		Actual		Projected			
	FY* 1975	FY* 1976	FY* 1977	FY* 1978	FY '75 to FY '76		FY '76 to FY '77		FY '77 to FY '78	
					Numbers	Percent	Numbers	Percent	Numbers	Percent
Labor Force#	263.4	270.4	268.7	273.0	+7.0	+ 2.7	-1.7	- 0.6	+ 4.3	+ 1.6
Employment	240.5	241.5	247.5	253.0	+1.0	+ 0.4	+6.0	+ 2.5	+ 5.5	+ 2.2
Unemployment	22.9	28.9	21.2	20.2	+6.0	+26.2	-7.7	-26.6	- 1.0	- 4.7
Unemployment Rate	8.7	10.7	7.9	7.4	xx	xx	xx	xx	xx	xx
Insured Labor Force	203.5	198.8	190.7	208.7	-4.7	- 2.3	-8.1	- 4.1	+18.0	+ 9.4
Covered Employment	189.5	186.3	181.4	199.7**	-3.2	- 1.7	-4.9	- 2.6	+18.3	+10.1
Insured Unemployment ∅	14.0	12.5	9.3	9.0	-1.5	-10.7	-3.2	-25.6	- 0.3	- 3.2
Insured Unemployment Rate	6.9	6.3	4.9	4.3	xx	xx	xx	xx	xx	xx

- Current Employment Series of the Massachusetts Division of Employment Security in Cooperation with the United States Department of Labor, Bureau of Labor Statistics and the Current Population Survey United States Department of Commerce, Bureau of Census

* - New Fiscal Years 1977 and 1978; October 1, through September 30. Fiscal Years 1975 and 1976; July 1 Through June 30.

∅ - Does not Include Claimants on Extended Benefits Programs and Those Individuals Who have Exhausted All Benefits and Are Still Unemployed.

**- Average covered employment will rise by 20,000 between FY 1977 and FY 1978 due to Public Law-94-566 which goes into effect January 1978, extending coverage to workers in State and Local government, certain agricultural and domestic work, and private, elementry and secondary education.

Table Vb

Monthly Unemployment Rates for the Nation, State and Labor Market Area (not Seasonally Adjusted)

Year	Month	Nation	State	Labor Market Area
1975	January	9.0	9.9	9.6
	February	9.1	11.0	10.6
	March	9.1	11.4	11.0
	April	8.6	11.1	11.2
	May	8.3	11.3	11.3
	June	9.1	12.3	12.8
	July	8.7	12.3	12.6
	August	8.2	11.6	11.8
	September	8.1	11.2	11.2
	October	7.8	10.9	10.5
	November	7.8	10.6	10.1
	December	7.8	10.4	9.9
1975	Annual Averages	8.5	11.2	11.0
1976	January	8.8	11.7	11.6
	February	8.7	11.5	11.0
	March	8.1	11.0	10.5
	April	7.4	10.2	9.9
	May	6.7	9.6	9.4
	June	8.0	9.8	9.9
	July	7.8	9.9	9.4
	August	7.6	9.0	8.9
	September	7.4	8.4	7.8
	October	7.2	7.9	7.3
	November	7.4	7.5	7.0
	December	7.4	7.6	7.3
1976	Annual Averages	7.7	9.5	9.2
1977	January	8.3	8.0	7.2

Table Vc

Springfield-Chicopee-Holyoke Labor Market Area Unemployment Rate, Unemployment, Insured Unemployment 1974-1976 to Present

Year	Unemployment Rate	Unemployment	Insured Unemployment
1974			
January	7.2	17.8	10.9
February	6.9	17.3	10.7
March	6.8	16.7	10.2
April	6.3	15.7	9.4
May	5.6	13.9	7.9
June	6.5	16.4	7.8
July	6.5	16.6	8.5
August	6.0	15.3	7.9
September	5.7	14.6	7.3
October	5.6	14.3	7.3
November	6.3	16.4	9.3
December	7.0	18.3	11.9
Annual Average	6.4	16.1	9.1
1975			
January	9.6	25.3	17.4
February	10.6	28.5	18.1
March	11.0	30.0	17.5
April	11.2	30.5	17.3
May	11.3	30.7	16.0
June	12.8	34.8	15.0
July	12.6	34.4	15.5
August	11.8	31.8	13.4
September	11.2	30.2	12.3
October	10.5	28.8	11.6
November	10.1	27.5	11.6
December	9.9	26.7	12.2
Annual Average	11.0	29.9	14.8
1976			
January	11.6	31.3	14.2
February	11.0	29.9	12.9
March	10.5	28.6	12.2
April	9.9	26.8	10.9
May	9.4	25.0	9.6
June	9.9	26.1	8.7
July	9.4	24.6	9.2
August	8.9	23.4	8.3
September	7.8	20.9	6.6
October	7.3	19.5	6.7
November	7.0	18.4	6.9
December	7.3	19.3	8.8
Annual Average	9.2	24.5	9.6
1977			
January	7.2	18.9	9.8

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TABLE Vd

ADDITIONAL UNEMPLOYMENT PROJECTIONS

FISCAL YEAR 1978

SPRINGFIELD-CHICOPEE-HOLYOKE LABOR MARKET AREA

	Unemployment	Unemployment Rate	Long-Term Unemployment	Number of Different Individuals Unemployed During Year
TOTAL	20,200	7.4	5,724	62,551
White Male	9,497	6.3	3,006	30,442
White Female	8,632	7.8	1,994	25,896
Nonwhite Male	1,150	15.2	453	3,450
Nonwhite Female	921	16.1	271	2,763

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TABLE Ve

ADDITIONAL UNEMPLOYMENT PROJECTIONS

FISCAL YEAR 1978

HAMPDEN COUNTY

	Unemployment	Unemployment Rate	Long-Term Unemployment	Number of Different Individuals Unemployed During Year
TOTAL	15,753	7.3	4,477	48,781
White Male	7,406	6.3	2,378	23,740
White Female	6,732	7.7	1,538	20,196
Nonwhite Male	897	15.0	352	2,691
Nonwhite Female	718	15.9	209	2,154

VI. Individuals in Need of Manpower Services

A. Unemployment dropped from an average of 29,900 in 1975 (the recession year) to 24,500 in 1976, and is expected to run about 21,200 in fiscal 1977 and slightly lower, at 20,200, in fiscal 1978. During this period of recovery, it is expected that most of the unemployed skilled workers will find jobs. However, the percentage of unskilled workers, many of whom are in need of employment and training services, will rise.

It should be noted from Table IIB (Section II) that the rate of unemployment will still remain higher among nonwhites than whites, with nonwhite teenagers registering the highest rates.

Table Vd (Section V) shows that some 5,724 or 28 percent of average unemployment (20,200) in fiscal 1978 will be long-term, and 62,551 different individuals will be unemployed during the year, many of whom will need manpower services.

Table VIa shows that some 31,500 persons 18 years and older living in this labor market area will be economically disadvantaged, and also about 11,000 will be employed part-time for economic reasons.

B. Barriers to Employment

There is a certain segment of the population that has a problem because of both lack of education and needed skills. A language barrier exists in the large Spanish surnamed population. This Spanish-American group in the area has grown from approximately 1,000 in 1960 to over 10,000 in 1970 and represented one-sixth of the total population of Spanish surnamed in the state. The area also has a nonwhite population of close to 26,000. The nonwhite and Spanish-speaking populations are centered in the area's three largest cities. Springfield has well over 21,000 nonwhites and 5,000 Spanish-speaking, Holyoke has 1,250 nonwhite and 1,870 Spanish-speaking, while Chicopee has a nonwhite population of 1,600 and a Spanish-speaking group of 900. The Spanish-speaking population of West Springfield is 320 and of Westfield 820.

The lack of adequate transportation may hinder job seekers as well as the number and funding of child care centers.

ADDITIONAL PLANNING DATA PROJECTIONS

FISCAL YEAR 1978

	Employed Part-Time for Economic Reasons
TOTAL	11,091
White Male	4,904
White Female	5,379
Nonwhite Male	390
Nonwhite Female	418

	Economically Disadvantaged 18 Years and Over
TOTAL	31,487
White	27,928
Black	2,316
Other	112
Spanish	1,131

VII. LABOR SUPPLY/DEMAND IMBALANCES *

Professional, Technical, and Managerial

During the period from October 1976 to November 1976, openings in this major occupational category increased from 136 openings for October to 171 openings for November, an increase of 26 percent. The percent of openings in this category, in relation to the total number of job openings registered in the Springfield Job Bank, increased 9.7 percentage points from the October level of 14.1 percent. Notable increases within subgroups included mathematics and physical sciences (+11) and medicine and health (+33). The major cause for the increase in this category was the rise in job demand for staff nurses (+23) which, when compared to the total openings in the Professional, Technical, and Managerial category, represented 13.5 percent.

Clerical and Sales Work

Demand for clerical and sales workers noted an increase of 39 openings or 17.4 percent, over the October to November period. The percentage of openings held by this category, when related to the total, rose to 36.6 percent in November, or a gain of 13.2 percentage points over the October level of 23.4 percent. The major reason for the overall rise in job openings for this category was the dramatic increase of openings (+89) in the information and message distribution subgroup which represented 57.4 percent of all the job openings for the Clerical and Sales Work category for November 1976. Specific occupational gains were recorded for telephone directory deliverers (+100).

Services

The Services category registered a moderate downturn in job openings as the number of vacancies declined from 83 in October to 66 in November 1976. Notable subgroup decreases included domestic service (-7) and building and related service (-6). The percent of unfilled job openings in the Services category, in relation to the total openings for the Springfield Job Bank, rose by 0.6 percentage points from October's level of 8.6 percent.

Farming, Fishery, Forestry, and Related Work

There were no unfilled job openings registered for this category for November 1976. The sharp decrease in job openings was expected due to the decline in the demand for seasonal oriented occupations.

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* Source: Springfield Job Bank

Machine Trades

Openings for the Machine Trades category increased slightly from 103 openings in October to 110 openings in November, a 6.8 percent increase. The percent of job openings held by this category, in relation to total openings, rose 4.6 percentage points.

Bench Work

The Bench Work category remained relatively stable, falling by just 2 openings from 54 unfilled job openings in October to 52 openings in November 1976. The percent of openings for the Bench Work category, in relation to total openings registered in the Springfield Job Bank for November, rose 1.6 percentage points from the October level of 5.6 percent.

Structural Work

The openings in the Structural Work category decreased by 2 openings, from an October level of 25 openings to 23 openings in November. The percent of openings held by this category, in relation to the total openings, rose by a slight 0.6 percentage points above the October level of 2.6 percent.

Miscellaneous Work

The Miscellaneous Work category registered a 4.2 percent drop in unfilled job openings, from a 24 job openings level for October to 23 openings in November.

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TABLE VIIa

Comparison of Job Vacancies by Major Occupational Categories

Springfield Job Bank

November 1976 - October 1976

Major Occupational Categories	November 1976		October 1976	
	Total	Percent	Total	Percent
Professional, Technical, & Managerial	171	23.8	136	14.1
Clerical & Sales Work	263	36.6	224	23.4
Services	66	9.2	83	8.6
Farming, Fishery, Forestry, & Rel. Work	0	0.0	307	31.9
Processing	11	1.5	6	0.6
Machine Trades	110	15.3	103	10.7
Bench Work	52	7.2	54	5.6
Structural Work	23	3.2	25	2.6
Miscellaneous Work	23	3.2	24	2.5
ALL OPENINGS	719	100.0	962	100.0

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TABLE VIIb

Unfilled Job Openings, By Major Occupational Category And Selected Occupational Groups, Including Related Wage Data
Springfield Job Bank
November 30, 1976

Major Occupational Category Selected Occupational Group	Number Unfilled Openings	WEEKLY WAGE RATE**		
		Low	Median	High
0,1 PROFESSIONAL, TECHNICAL, & MANAGERIAL	171			
00,01 Architecture & Engineering	22			
003.081 Structural Engineer	6	$211	$221	$230
007.081 Industrial Engineer	5*	160	285	346
02 Mathematics & Physical Sciences	19			
020.118 Programmer	6	213	213	213
020.188 Programmer, Computer	12*	257	335	414
04 Life Sciences	5			
05 Social Sciences	1			
07 Medicine & Health	87			
075.128 Nurse, Staff	23	168	182	265
075.378 Registered Nurse	15	160	190	209
079.128 Occupational Therapist	5	146	185	185
079.378 Licensed Practical Nurse	44	130	160	237
09 Education	10			
10 Museum, Library, & Archival Sciences	1			
11 Law & Jurisprudence	2			
13 Writing	1			
16 Administrative Specializations	5			
18 Managers & Officials, N.E.C.	8			
19 Professional, Technical, & Managerial	10			
195.108 Caseworker	7	134	197	250
2 CLERICAL & SALES WORK	263			
20 Stenography, Typing, Filing, & Related Occupations	24			
209.388 Clerk Typist	10	92	109	120

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TABLE VIIb
Unfilled Job Openings (Continued)
Springfield Job Bank
November 30, 1976

Major Occupational Category Selected Occupational Group	Number Unfilled Openings	WEEKLY WAGE RATE**		
		Low	Median	High
21 Computing & Account-Recording	15			
22 Material & Production Recording	1			
23 Information & Message Distribution	151			
235.862 Telephone Operator	50	$138	$138	$138
239.887 Telephone Directory Deliverer	100	92	92	92
24 Miscellaneous Clerical	1			
25 Sales Agent, Services	37			
250.258 Life Underwriter	21	100	150	200
26, 27, 28 Sales Agent & Salesperson, Commodities	22			
29 Merchandising Occupations, Except Sales	12			
3 SERVICES	66			
30 Domestic Service	7			
31 Food & Beverage Preparation & Service	26			
32 Lodging & Related Service	1			
33 Barbering, Cosmetology, & Rel. Service	2			
34 Amusement & Recreation Service	1			
35 Miscellaneous Personal Service	25			
355.878 Ambulance Attendant	12	92	100	109
37 Protective Service	2			
38 Building & Related Service	2			
4 FARMING, FISHERY, FORESTRY, & RELATED WORK	0			

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TABLE VIIb
Unfilled Job Openings (Continued)
Springfield Job Bank
November 30, 1976

Major Occupational Category Selected Occupational Group	Number Unfilled Openings	WEEKLY WAGE RATE**		
		Low	Median	High
5 PROCESSING	11			
51 Ore Refining & Foundry	1			
58 Leather, Textiles, & Related Products	10			
6 MACHINE TRADES	110			
60 Metal Machining	55			
61 Metalworking Occupations, N.E.C.	2			
62, 63 Mechanics & Machinery Repairer	8			
65 Printing	2			
68 Textile	41			
683.280 Loom Fixer	36	$92	$92	$92
69 Machine Trades Occupations, N.E.C.	2			
7 BENCH WORK	52			
71 Fabrication & Repair of Scientific & Medical Apparatus	1			
72 Assembly & Repair of Electrical Equip.	2			
73 Fabrication & Repair of Products Made From Assorted Materials	1			
78 Fabrication & Repair of Textile, Leather, & Related Products	48			
787.782 Sewing-Machine Operator, Nongarment	33*	84	100	120
8 STRUCTURAL WORK	23			
80 Metal Fabricating, N.E.C.	4			
81 Welders, Flame Cutters, & Related	1			

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TABLE VIIb
Unfilled Job Openings (Continued)
Springfield Job Bank
November 30, 1976

Major Occupational Category Selected Occupational Group	Number Unfilled Openings	WEEKLY WAGE RATE**		
		Low	Median	High
82 Electrical Assembling, Installing, & Repairing	4			
84 Painting, Plastering, Waterproofing, Cementing & Related	2			
86 Construction Occupations, N.E.C.	12			
9 MISCELLANEOUS WORK	23			
90 Motor Freight	2			
92 Packaging & Materials Handling	16			
929.887 Material Handler	15	$92	$92	$92
95 Production & Distribution of Utilities	3			
97 Graphic Art Work	2			
GRAND TOTAL	719			

* Includes out-of-state openings.
1/ Plus tips, commission, or other fringe benefits.

TABLE VIIc
PERCENTAGE COMPOSITION OF ACTIVE JOB APPLICANTS

TABLE VIIc
PERCENTAGE COMPOSITION OF ACTIVE JOB APPLICANTS AND UNFILLED JOB OPENINGS BY MAJOR OCCUPATIONAL CATEGORY*
November 30, 1976

OCCUPATIONAL CATEGORY	% Composition of D.E.S. Active Applicants 1/	% Composition of Unfilled Job Openings 2/	Ratio of Applicants to Openings
TOTAL	100.0	100.0	28/1
Professional, Technical, & Managerial	14.9	23.8	18/1
Clerical & Sales Work	23.1	36.6	18/1
Services	16.4	9.2	51/1
Farming, Fishery, & Forestry	2.2	0.0	-
Processing	2.7	1.5	49/1
Machine Trades	9.1	15.3	17/1
Bench Work	6.2	7.2	24/1
Structural Work	11.8	3.2	105/1
Miscellaneous Work	13.6	3.2	121/1

1/ Source: Table 96, ESARS, November 30, 1976.

2/ Open Order Job Bank, November 30, 1976.

* ESARS data for Pittsfield and Springfield Labor Areas does not strictly conform to the Springfield Job Bank Area. The Job Area includes cities and towns not covered by the Springfield-Chicopee-Holyoke and Pittsfield Labor Market Areas.

VIII. Employment Training Programs

A. The Work Incentive Program (WIN)

This program is administered by the Division of Employment Security with referrals by the Welfare Department. The program concentrates on welfare recipients covered by aid to families with dependent children (AFDC). The WIN program provides for the rehabilitation of the welfare clients, rather than a commitment to long term maintenance. Its goal is to move men, women and out-of-school youth, age 16 or older from the welfare rolls into meaningful, permanent employment. The program is represented by two teams in Springfield and one in both Holyoke and Northampton. The accumulative record of these four teams is shown in the following table:

Table VIIIA

Win Team Data

	7/1/75 - 9/30/76	10/1/76 - 1/31/77
Registrations	12,825*	10,354*
Appraisals	4,916	1,899
Orientation	143	23
Institutional Training	281	191
Work Experience	81	21
Suspense	208	213
On-the-Job Training	194	77
Entered Fulltime and Unsubsidized Employment	1,141	359

*** Includes carry-over from prior fiscal year.**

B. CETA - The Comprehensive Employment and Training Act of 1973(CETA) was passed with the purpose of providing job training and employment opportunities for economically disadvantaged, unemployed and underemployed persons and to assure that training and other services lead to maximum employment opportunities. Under CETA the primary responsibility for manpower training is on the prime sponsors, cities with a population of 100,000 or more, and consortiums, groups of smaller cities and towns. The Hampden County Manpower Consortium in Springfield serves the Hampden County Area.

In Hampden County, the initial thrust of the CETA program was to address the problem of soaring minority joblessness. However, the 1975 economic recession aggravated the unemployment condition, and CETA was expanded to include semiskilled workers.

The Hampden County Manpower Consortium (HCMC) has received $8.0 million funding approval for the federal fiscal year which began October 1, 1976 to administer their CETA programs.

Under Title I, the consortium appropriates money to skill centers in Springfield and Holyoke, which provide prevocational services and occupational training. This training consists of:

a. Prevocational Classroom Training
   1. Basic Education/Occupational
   2. General Equivalency Diploma
   3. Job-Related Education
   4. Basic Education/Part-Time

b. Occupational Classroom Training
   1. Clerical
   2. Machine Occupations
   3. Food Service
   4. Health Aid
   5. Electrical Appliance Repair
   6. Graphics Cluster
   7. Plant **Building** Maintenance
   8. Electrical Test Technician
   9. Sheet Metal
   10. Welding
   11. Electronic Bench Assembly
   12. Auto Mechanics

Title I, which accounts for about $6 million of the $8.0 million grant, also funds work experience and on-the-job training programs.

Title II privides for jobs in state and municipal offices and nonprofit agencies for the disadvantaged, unemployed and underemployed. Eligibility certifications and application processing is under the direction of the Massachusetts Division of Employment Security.

CETA ELIGIBILITY INFORMATION

Title I

Services available under this Title includes: Orientation, Assessment (including Testing), Classroom Occupational Training, On-the-job Training, Work Experience, Individual Referral to short term public and private vocational training courses and job development. Basic Education, English as a Second Language and GED courses are also available, in combination with vocational training, for employability improvement. All of these services are designed to improve the employability of participants within relatively short periods of time. At this time, there are no provisions for remedial education or vocational training courses which would require a great length of time.

Eligibility:

Applicants must be:

1. Economically disadvantaged and unemployed or underemployed and a member of a significant segment.
2. Willing and able to participate in ES/CETA services/programs.
3. Lacking a marketable skill.

Title II

This Title provides temporary public services jobs in State, City, Town, County agencies and departments. These jobs are now limited to a one-year duration. Job development services are provided to place participants in subsidized employment.

Eligibility:

Applicants must be:

1. A resident, unemployed at least 30 days and a member of a significant segment.
2. A resident, underemployed and a member of a significant segment.

Title VI (old)

This Title provides for temporary public services jobs in State, City, Town, County agencies and departments. These jobs are now limited to a one-year duration. Job development services are provided to place participants in unsubsidized employment.

Eligibility:

Applicants must be:

1. A resident, unemployed at least 30 days and a member of a significant segment.
2. A resident, underemployed and a member of a significant segment.

NOTE: Underemployment for the above Titles is defined as: Working part-time and seeking full-time work and a member of a family whose total annual income does not exceed the poverty level established by the Office of Management and Budget. A person who works full time and who is a member of a family whose total annual income does not exceed the poverty level established by OMB is also considered underemployed.

Title VI (new)

This Title provides for temporary public service jobs with State, City, Town, County agencies and departments. Also jobs are available with community non-profit agencies who are conducting projects under the STEPS Program which is part of this title. These jobs are limited to a one-year duration. Job Development service are available to some participants for placement in unsubsidized employment.

Eligibility:

1. Resident
2. Member of a family whose income is 70 percent or less of Bureau of Labor Statistics figure.
3. One of the following:
    a. Receiving UI payments for 15+ consecutive weeks.
    b. Monetarily ineligible for UI and unemployed 15 weeks uninterrupted by a period of employment.
    c. Exhausted all UI and unemployed.
    d. Member of family on AFDC.

Veterans who served during the Vietnam-era (8/5/64-5/7/75) and served 180+ days on active duty or were discharged for service connected disability are immediately eligible for both old and new Title VI provided they have not had full-time permanent employment between their date of discharge and application for Title VI.

The current significant segments are:

Special Veteran
Recently Separated Veteran
Disabled Veteran (also included as handicapped)
Welfare Recipient
Former Manpower Trainee
Under 22
Over 45
Handicapped
Law Offender
Minority
Female head of Household
Limited English Speaking
Economically Disadvantaged

In fiscal year 1976 (July 1, 1975 to September 30, 1976) the Hampden County Manpower Consortium (CETA Prime Sponsor) served approximately 10,803 persons from the Hampden County area. During this time approximately 1,606 persons were placed into unsubsidized employment. Also, approximately 3,925 persons left activities funded under their respective titles for the following reasons: 1) enrollment in full time academic or vocational schools, 2) entrance into a branch of the Armed Forces, 3) enrollment in activities funded under another CETA title, 4) enrollment in a manpower program not funded under CETA, or 5) completion of program objectives not involving entrance into unsubsidized employment. The following tables illustrate these results by title and an overall view of the significant segments served by all the programs.

During the first quarter of FY 1977 (October 1, 1976 through December 31, 1976), the Hampden County CETA program has placed 129 persons into unsubsidized employment with 837 other postive terminations. It has been planned for the current fiscal year to place 1,512 persons into unsubsidized employment and terminate 2,048 persons in the other positive termination category.

Table VIIIB

Title	Placement	Other Positive Terminations
I	1,281	457
II	117	358
III (Summer Youth Program)	13	2,229
VI	195	881
Total	1,606	3,925

Table VIIIC

Characteristics of Persons
Referred to CETA Program

	Number
Special Veterans	588
Welfare Recipients	1,377
Former Manpower Trainees	1,790
Handicapped Persons	140
Minority Group Member	1,842
Age 45 and Over	401
Age 22 and Under	3,914
Female Head of Household	738
Criminal Justice	406
Economically Disadvantaged	3,139
FSB Claiments	99
Non-English Speaking	255
U.I. Exhaustees	244
Unemployed 15+ weeks	287
Not Eligible for U.I.	51

The HCMC, as CETA Prime Sponsor for Hampden County, has received funds for a local project approach to public service employment. It is called STEPS - Special Target Employment in Public Services. The program is authorized and funded under the Emergency Jobs Program Extension Act of 1976-Title VI of the Comprehensive Employment and Training Act.

The new Title VI program emphasizes jobs for the long-term unemployed and welfare recipients through public service projects which benefit the community. Projects selected for funding will be those that present a "new kind of activity" and employ low income persons who have been out of work for 15 weeks or more, or whose families receive AFDC.

Any non-profit public service agency is eligible to apply for STEPS funding. This includes:

1. Non-profit organizations and institutions that provide a public service
2. Educational institutions
3. Municipal, State, and County governments
4. Individuals
5. Combinations or associations of these

The Act specifies that eligible projects must represent a "definite task designed to provide a public service", and must be one that can be completed within 12 months or less. The intent is to fund identifiable tasks which meet public needs rather than merely increasing existing public services.

A broad range of public service activities leading to human betterment and community improvement are eligible, provided that:

1. Project provides productive and meaningful jobs with skills that can be transferred to private sector employment.
2. Project services are those not ordinarily rendered by municipality or other government unit.

Allowable activities include, BUT ARE NOT LIMITED TO, all the traditional areas of public service, as well as NEW KINDS of services or facilities that meet real needs or otherwise improve the quality of life in the community.

This includes labor for projects engaged in rehabilitation, alteration, or improvement (but not new construction) of

1. Public buildings
2. Roads and other transportation facilities
3. Health and education facilities
4. Other facilities for the improvement of the community.

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